

# American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.  
Washington, D.C. 20006  
(202) 637-5000

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January 11, 1989

## NOMINATIONS FOR THE MURRAY-GREEN-MEANY AWARD

Dear Trade Unionist:

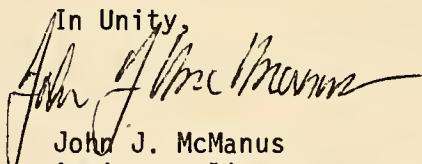
The AFL-CIO Committee on Community Services will make a recommendation concerning the 1989 Murray-Green-Meany Award to the Executive Council during its February meeting. Once again, we are inviting constituents of the Federation to participate in the selection.

Enclosed is a Murray-Green-Meany Award brochure describing a history of the award, listing previous award winners and outlining the criteria for nominations.

The 1989 Murray-Green-Meany Award for Community Services will be presented during the National AFL-CIO Conference on Community Services which will be held in Washington, D.C., June 11 - 16.

Nominations should be submitted to this office no later than Thursday, February 9, 1989 along with your reason for nominating the candidate.

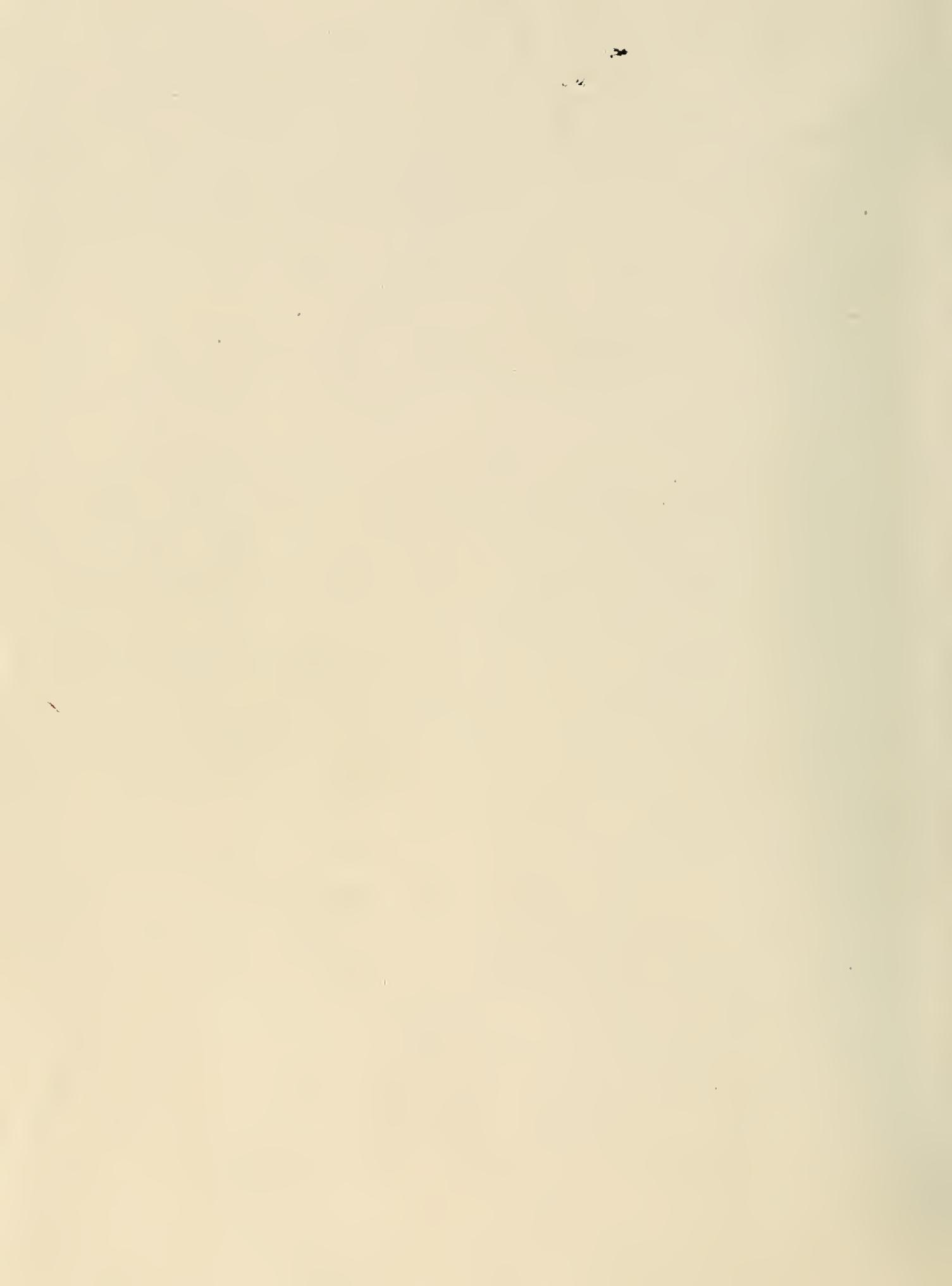
With the best of wishes.

In Unity,  
  
John J. McManus  
Assistant Director  
Department of Community Services

mm

Enclosure

opeiu #2 afl-cio



# **The Murray-Green-Meany Award for Community Service**

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## Purpose

The Murray-Green-Meany Award, which stems from the Murray-Green Award established in 1956 by the AFL-CIO Executive Council, has a three-fold purpose:

TO RECOGNIZE outstanding contributions made by individuals and organizations, in this country and abroad, that have improved the health, welfare and recreation of people everywhere;

TO STIMULATE and encourage leadership in the field of social welfare;

TO HONOR the memory of three American labor leaders, Philip Murray, William Green and George Meany, who presided over the Congress of Industrial Organizations (1940-1952), the American Federation of Labor (1924-1952), and the AFL-CIO (1955-1979), respectively—as well as the traditions of service exemplified by their lives.

## The Award

The Murray-Green-Meany Award, presented annually, consists of a \$5,000 grant and an appropriately inscribed medallion.

## Nominations

The AFL-CIO Community Services Committee invites nominations for the Award from all AFL-CIO affiliates and their members, as well as from persons engaged in the social welfare field.

Nominations should be received during the first four months of each year and should be addressed to:

AFL-CIO DEPARTMENT OF  
COMMUNITY SERVICES

815 16th Street, N.W.  
Washington, D.C. 20006

## Award Recipients

The Murray-Green-Meany Award was presented to:

Reverend Theodore M. Hesburgh (1988)  
John T. Dunlop (1987)  
Speaker of the U.S. House of Representatives  
    Thomas P. O'Neill, Jr. (1986)  
Congressman Carl D. Perkins (1985)  
Congressman Claude Pepper (1984)  
David Dubinsky (1983)  
Msgr. George G. Higgins (1982)  
Danny Thomas (1981)  
Bayard Rustin (1980)

The Murray-Green Award was presented to:

Marvella Bayh and Dr. Irving J. Selikoff (1979)  
Danny Kaye (1978)  
Vice President Walter F. Mondale (1977)  
Golda Meir (1976)  
Joseph A. Beirne (1975)  
Senator Hubert H. Humphrey (1974)  
President Lyndon B. Johnson (1973)  
A. Philip Randolph (1972)  
Jerry Lewis (1971)  
John W. Gardner (1970)  
Senator Paul A. Douglas (1969)  
Wilbur J. Cohen (1968)  
Dr. Albert B. Sabin (1967)  
Mr. and Mrs. Sargent Shriver (1966)  
Henry J. Kaiser (1965)  
Senator Estes Kefauver (1964)  
General Alfred M. Gruenter (1963)  
Governor Luis Munoz Marin (1962)  
Mrs. Agnes E. Meyer (1960)  
President Harry S Truman (1959)  
Bob Hope (1958)  
Dr. Jonas E. Salk (1957)  
Senator Herbert H. Lehman (1956)

The Philip Murray Award was presented to:

Eleanor Roosevelt (1955)  
The Menninger Foundation (1954)  
Oscar R. Ewing (1953)  
Robert H. MacRae (1953)  
Wilbur F. Maxwell (1953)  
United Nations Children's Emergency Fund (1953)  
United Automobile Workers (1953)  
Senator James E. Murray (1951)  
Senator Robert F. Wagner (1948)  
General Omar N. Bradley (1947)

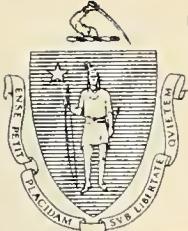


**AMERICAN FEDERATION OF LABOR AND  
CONGRESS OF INDUSTRIAL ORGANIZATIONS**

LANE KIRKLAND  
*President*

THOMAS R. DONAHUE  
*Secretary-Treasurer*

**AFL-CIO DEPARTMENT OF COMMUNITY SERVICES**  
815 16th Street, N.W., Washington, D.C. 20006



C

# The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES  
STATE HOUSE, BOSTON 02133

JOHN C. BARTLEY  
32ND MIDDLESEX DISTRICT  
WATERTOWN  
ROOM 163, STATE HOUSE  
TELEPHONE 722-2225

Committees on  
Health Care  
Criminal Justice  
Energy

February 6, 1989

Mr. Arthur Osborn  
Massachusetts AFL-CIO  
8 Beacon Street, 3rd floor  
Boston, MA 02108

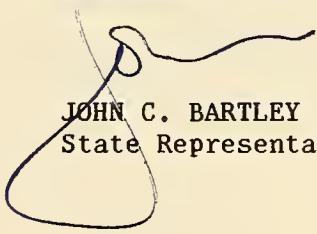
Dear Mr. Osborn:

I am writing in regard to the Marriott Corporation decision to hire an out of state contractor for their latest construction project.

I have written to Mr. Jurgen Giesbert, General Manager of the Boston Marriott Copley Place Hotel to express my utter disgust with this anti-union decision. I have enclosed a copy of that letter for your information.

If I can be of any further assistance in this matter, please do not hesitate to contact my office. With warm regards, I am,

Sincerely,

  
JOHN C. BARTLEY  
State Representative

JCB/pas



*The Commonwealth of Massachusetts*

HOUSE OF REPRESENTATIVES  
STATE HOUSE, BOSTON 02133

JOHN C. BARTLEY  
2nd Dist., Middlesex County  
WATERTOWN,  
ROOM 163, STATE HOUSE  
TELEPHONE 722-2225

Committees on  
Health Care  
Criminal Justice  
Energy

February 1, 1989

Mr. Jurgen Giesbert, General Manager  
Boston Marriott Copley Place  
110 Huntington Avenue  
Boston, MA 02116

Dear Mr. Giesbert:

I am writing in response to information recently provided to me, regarding the Marriott Corporation's plan to use non-union, out-of-state labor on its latest construction project at the Marriott Copley Place Hotel. At this time I would like to express my deepest opposition to this action.

I am outraged by this decision for various reasons. Most importantly, jobs which should belong to Massachusetts unionized workers will be taken away and given to out-of-state workers who will then take their money out of the Massachusetts economy. This hurts both consumers and producers alike, in addition to contributing to the number of unemployed and under-employed within our state. Hiring out of state in order to find the cheapest labor and avoid union workers is deplorable behavior for a corporation who plans to continue doing business in Massachusetts.

I sincerely hope that the Marriott Corporation will reconsider and choose to employ Massachusetts unionized painters, and tradesmen at the going wage. To do anything else would be to undercut the state and the people from whom the project will eventually reap its profits.

With warm regards, I am

Sincerely,

JOHN C. BARTLEY  
State Representative

JCB/pas

A very faint, blurry background image of a classical building with multiple columns and architectural details, possibly a library or government building.

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COMMONWEALTH OF MASSACHUSETTS  
MASSACHUSETTS SENATE  
STATE HOUSE, BOSTON 02133

SEN. WILLIAM B. GOLDEN  
NORFOLK-PLYMOUTH DISTRICT  
ROOM 416B  
TEL. 722-1646

COMMITTEES:  
COUNTIES (CHAIRMAN)  
CRIMINAL JUSTICE  
PUBLIC SERVICE  
ENERGY  
SPECIAL COMMITTEE  
LONG RANGE PLANNING  
AND POLICY (CHAIRMAN)  
COMMISSION ON  
LIABILITY FOR RELEASE OF OIL  
AND HAZARDOUS MATERIALS  
(CHAIRMAN)

January 30, 1989

Arthur Osborn  
President  
AFL-CIO  
8 Beacon St.  
Boston, MA 02108

Dear Mr. Osborn,

Enclosed is a copy of a letter I have sent to Mr. Jurgen Giesbert at the Marriott/Copley Place. I thought this might be of interest to you.

Sincerely,  
A handwritten signature in blue ink that reads "William B. Golden".  
William B. Golden  
State Senator

WBG:JAC:lcm  
Enclosure





COMMONWEALTH OF MASSACHUSETTS  
MASSACHUSETTS SENATE  
STATE HOUSE, BOSTON 02133

SEN. WILLIAM B. GOLDEN  
NORFOLK-PLYMOUTH DISTRICT  
ROOM 416B  
TEL. 722-1646

COMMITTEES:  
COUNTIES (CHAIRMAN)  
CRIMINAL JUSTICE  
PUBLIC SERVICE  
ENERGY  
SPECIAL COMMITTEE  
LONG RANGE PLANNING  
AND POLICY (CHAIRMAN)  
COMMISSION ON  
LIABILITY FOR RELEASE OF OIL  
AND HAZARDOUS MATERIALS  
(CHAIRMAN)

January 24, 1989

Mr. Jurgen Giesbert  
General Manager  
Boston Marriott Copley Place  
110 Huntington Avenue  
Boston, MA 02116

Dear Mr. Giesbert:

I write to you in support of the many local workers who stand to suffer as a result of the recent decision by your company to hire an out-of-state non-union contractor to carry out renovations at the Marriott Copley Place. Given the high level of training of union workers and the traditional quality and excellence which such workers exhibit, I believe that the decision of the Marriott may be one which is regrettable over the long run. It would appear that such a decision predicated on short-term price savings may result in long-term costs, such as potentially inferior workmanship and fractured goodwill between the Marriott and the surrounding community.

It is unfortunate that the Marriott Copley Place, which has been a beneficiary of the vibrant economy and rapid redevelopment in the City of Boston, should choose not to hire local, skilled labor for a project of this magnitude. It is my sincere hope that you might reconsider your decision so as to set a sturdy foundation for healthy cooperation between all concerned parties now and in the future.

Sincerely,

William B. Golden  
State Senator

WBG:JAC:lcm





# Coalition of Labor Union Women *Greater Boston Chapter*

145 Tremont Street, 2nd fl., Boston, MA 02111  
617-327-6000

PRESIDENT  
Joanie Parker, IUE

VICE PRESIDENT  
Beppie McNally, UFCW

SECRETARY  
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Dot Thomas, HERE  
Mary Ann Williams, Carpenters  
Nancy Winckler, Dist. 65, UAW

February 1, 1989

Dear CLUW Members,

Are you protected from sexual harassment by your contract language?

Can you go back to work part time from maternity leave with a full time job guaranteed?

Have you thought about becoming a leader in your union?

As a CLUW member, you know that these are the critical issues facing us today. CLUW is the only organization for union women and men whose main purpose is to give women a stronger voice in the labor movement.

Now is the time to renew your Greater Boston CLUW chapter membership. Working together in CLUW, we can become more effective in fighting for women's rights in the workplace, in our unions, and in the legislature.

In 1988, CLUW took the lead in organizing the American Family Celebration to push a national family policy. In Massachusetts, CLUW members were an important part of the campaign to defeat the repeal of the prevailing wage law, a major attack on organized labor. Over the past two years, the Greater Boston CLUW chapter has been a key co-sponsor of the Women's Institute for Leadership Development (WILD), a successful and enthusiastic weekend of leadership training for Massachusetts union women.

Our challenge for 1989 is to make sure that working women's issues are at the top of the agenda. Your ideas and participation are needed to build our CLUW chapter programs for the coming year.

Family Care: We will be organizing with other groups for a Massachusetts Family Policy. CLUW will be active in the recently formed Family and Work Campaign, a coordinated union campaign on family issues.

Sexual Harassment: The chapter is setting up a Task Force to provide information about our rights on the job and how various unions have handled cases of sexual harassment.

Women's Committees: We'll be assisting members to build effective women's committees in their locals.

(OVER)

"CLUW WORKS FOR US"

WILD: In June, the 3rd WILD weekend will be held in Western Mass. You can help in planning or just participate. You can be a WILD woman!

The Greater Boston CLUW Chapter is taking on the challenge. You can be part of it in any way you want. All of us together make a stronger voice so that our issues are heard.

Renew your CLUW Membership today! Sign up a new member, too. If you need to renew your national CLUW membership, send the application and \$20 and we'll send it in for you.

At the recent National CLUW convention, the theme was TODAY: CHALLENGE--TOMORROW: CHANGE. We invite you to be part of the change.

Join us!

In Sisterhood,

The Greater Boston CLUW Chapter Officers and Executive Board

FOR INFORMATION CALL 354-2283



CITY OF BOSTON • MASSACHUSETTS

OFFICE OF THE MAYOR  
RAYMOND L. FLYNN

January 24, 1989

Mr. Arthur R. Osborn  
President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Mr. Arthur:

Thank you for your recent letter in which you praise Director Stephen Coyle and Paul McCann of the Boston Redevelopment Authority. I am delighted that they were able to be of assistance to you.

The Flynn Administration is proud to have competent and dedicated employees working for the people of Boston. I hope that a hallmark of my tenure as Mayor is the professionalism displayed by public servants such as Stephen Coyle and Paul McCann. I will share your comments, and my appreciation, with them.

Thank you for taking the time to write.

Sincerely,

Raymond L. Flynn  
Mayor of Boston

381 3374

BOSTON CITY HALL • ONE CITY HALL PLAZA • BOSTON • MASSACHUSETTS 02201 • 617/725-4000

628 5000

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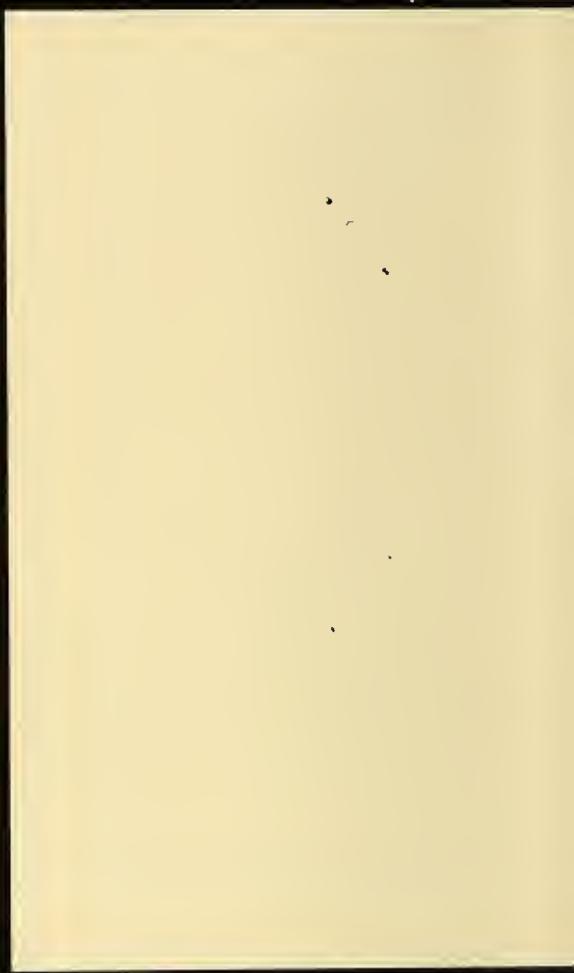
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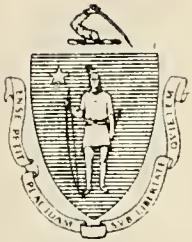
*For your information*

REPRESENTATIVE  
JAMES T. BRETT

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*No acknowledgment necessary*





*The Commonwealth of Massachusetts  
House of Representatives  
Committee on Criminal Justice*

REP. JAMES T. BRETT  
CHAIRMAN

January 12, 1989

STATE HOUSE, BOSTON 02133  
TEL. 722-2900

Mr. Jurgen Giesbert  
General Manager  
Boston Marriott Copley Place Hotel  
110 Huntington Avenue  
Boston, Massachusetts 02116

Dear Mr. Giesbert:

I would like to take this opportunity to express my serious concern over Marriott's recent management decision to award a contract to O.V. International, the private contractor assigned to perform the renovations at the Boston Marriott Copley Place Hotel.

The partnership between the Marriott Hotel and a non-union contractor will not go unchallenged by the residents, the unions and city and state officials who have fought vigorously and successfully to uphold the Prevailing Wage Law last November. We did so because of our loyalty to employable area residents, women and minorities who have the right to expect a fair chance of obtaining employment in the state in which they reside.

As a long-time supporter of organized labor, I strongly support the Prevailing Wage Law and, because of my responsibilities as an elected official, support my constituents by becoming directly involved with those issues that concern their protection, safety and general welfare. This includes their employment rights and legislation I have supported to ensure compliance of these rights by Massachusetts employers.

I sympathize with the plight of men, women and minorities in the Commonwealth (particularly in Boston) who are deprived from seeking employment here because companies which hire private contractors are denying work to area residents in favor of saving costs and employing untrained, unskilled and unqualified out-of-state workers willing to perform work below the minimum wage rate. This presumed 'savings' is dubious considering the consequences that arise from delays, the safety and the questionable quality of the work. The costs, in the long run, become expensive with the improvements that must be made to bring the construction to standard to conform with regulations and codes.

Such corporate profiteering is self-defeating in comparison to the savings, benefits and rewards accrued with skilled, quality work performed safely, in accordance with standards and codes and on time.

Organized labor observes the commitment to the law which ensures employment opportunity, affirmative action, the prevailing wage rate and pay equity.

The Boston Marriott Copley Place Hotel is denying employment to Massachusetts



J. Giesbert  
1/12/89  
Page 2 of 2

residents by appointing O.V. International and the elected representatives of Massachusetts will not stand for anything less than the fair and equal treatment of our constituents. I urge you to apprise those in management about the intolerance their decision has generated in a state which abides by its loyalty to its residents.

Hotel administrators of properties located in a state which enforces the Prevailing Wage Law cannot expect to receive the desired and needed support, assistance and cooperation from city and state officials on the basis of a management decision which chooses to ignore the people we serve. The decision is undoubtedly the directive of your parent company, the Marriott Corporation, which is head-quartered out-of-state and conveniently disassociated from the reverberations created by the impact of this inconsiderate objective. This posture (policy) is indeed unfortunate because it creates a disturbing impression on Marriott's reputation and further sensitizes the situation for Marriott's local management, more directly affected and implicated by area criticisms against this directive.

I am confident, Mr. Giesbert, that you will be able to successfully present these issues to the management personnel involved and persuade them to seriously reconsider this decision. You would earn the gratitude of the state's elected officials, organized labor and, most importantly, the men, women and minorities who deserve to be able to gain employment in this state.

By rejecting O.V. International in favor of an in-state, union contractor, the Marriott Corporation and its subsidiary, the Boston Marriott Copley Place Hotel, would be acting in good faith and in the spirit of the state slogan by employing skilled resident workers who are depending on the Marriott to "Make it in Massachusetts!"

I look forward to hearing from you on this most important matter and encourage you to forward a copy of this letter to the Chairman of the Board and the Executive Vice President of the Hotel Division, who may wish to respond in kind.

Please consider my advocacy as a means to establish better relations between Marriott's local management and local officials so that we may work together to increase employment opportunities within Massachusetts.

With best regards, I am

Very truly yours,

**JAMES T. BRETT**  
Chairman

JTB/af  
enclosures

cc: John F. Simmons, Secretary-Treasurer/Painters D.C. #35



*cc  
T. Powell  
C*

# EMERSON COLLEGE

100 BEACON STREET BOSTON, MA 02116  
617 578-8510

ALLEN E. KOENIG  
PRESIDENT

January 19, 1989

Mr. Arthur R. Osborn  
President  
Massachusetts/AFL-CIO  
Eight Beacon Street  
Boston, MA 02108

Dear President Osborn:

Thank you for your letter of January 10, 1989. I sincerely appreciate your words of congratulations and kind wishes.

I assure you 1989 will be a busy year for Emerson College, as will the years to come! I, too, look forward to working with you in the future. And, I thank you for your part in this process.

I hope you have a very happy and healthy new year.

Sincerely,

*Allen Koenig*

AEK/SA



EDWARD M. KENNEDY, CHAIRMAN

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# United States Senate

COMMITTEE ON LABOR AND  
HUMAN RESOURCES

WASHINGTON, DC 20510-6300

January 17, 1989

Mr. Arthur R. Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Arthur:

Thank you for getting in touch with me with your concerns regarding the NLRB Region I vacancy for Director. I agree with you that Mr. Walsh is an excellent candidate for the position, with an impressive thirty year record at the NLRB.

I conveyed your strong support for Mr. Walsh to the NLRB, and added my own. Late last week I received word from the Board that they had reached a decision as to who they would select to fill the vacancy.

The bad news is they did not select Mr. Walsh, despite his impressive record of service and the strong support from the Region.

The good news is that the Board did select someone from Massachusetts, with extensive experience in the Region I office. As you correctly noted in your letter, it is crucial that the Regional Director have both the legal expertise and the geographic background to address the problems of our region, and it seems that Rosemary Pye could fit the bill on both counts.

My Committee staff will be meeting with Ms. Pye in the near future, and if there are any particular issues you think we should explore, please give me a call.

Again, I'm sorry our candidate did not prevail, but I am hopeful that all the parties who come before the Board will be able to work with the new Director in ensuring that the NLRB is responsive to the needs and the rights of workers throughout the Region.

Sincerely,

Edward M. Kennedy  
Chairman





# Northampton Labor Council A.F.L.-C.I.O.

2 CONZ STREET

NORTHAMPTON, MASSACHUSETTS

01050

413-527-2332

-8

"It's where you belong."

Mr. Jonathan Tuttle  
Chairman of the Board  
COP Bobby

February 22, 1989

Arthur Osborn, President  
Mass. AFLCIO  
8 Beacon St.  
Boston, MA 02108

Dear President Osborn:

Last night the delegates to the Northampton Labor Council, AFLCIO recorded their unanimous opinion that Jonathan Tuttle should be Labor's nominee for the present vacancy on the board of Greenfield Community College. It is the opinion of this Council that Brother Tuttle is highly qualified to fill the position, accordingly we strongly urge the Mass. AFLCIO to take steps to place Tuttle in said position.

Fraternally yours,

*Louis Leopold*  
Louis Leopold  
Secretary-Treasurer

C:Jonathan Tuttle

LL/rw

Bobby  
is this done  
ARO

Berkshire  
Local 378 VFC w  
A+J Aborn  
Committee

copies sent to  
Tuttle  
Tuttle  
Copied



FRANKLIN AND HAMPSHIRE COUNTIES





The Commonwealth of Massachusetts  
Executive Office of Labor  
One Ashburton Place Room 2112  
Boston, MA 02108

MICHAEL S DUKAKIS  
GOVERNOR

PAUL J EUSTACE  
SECRETARY

January 19, 1989

Stevens M. Day  
Executive Director  
Massachusetts Workers' Compensation  
Advisory COUNCIL  
700 Washington Street  
Boston, MA 02111

Dear Mr. Day:

In response to your letter dated 1/13/89, I am writing to inform you that my office is in the process of setting up meetings with the Treasurer's Office and the Secretary of Administration & Finance.

Please be assured that we will be in touch as soon as possible meeting dates have been established.

Sincerely,

*[Handwritten signature]*  
Paul J. Eustace  
Secretary of Labor

PJE/sd

cc: Linda Ruthhardt  
Arthur Osborn



*John N  
S. P.  
RPA*

GREATER BOSTON LEGAL SERVICES  
68 ESSEX STREET  
BOSTON, MASSACHUSETTS 02111  
617-357-5757  
617-720-4285 (TDD)

*C*  
January 20, 1989

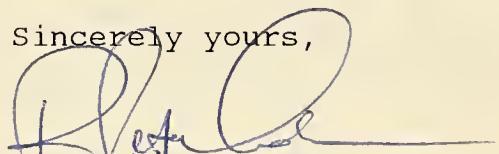
Arthur R. Osborn  
Massachusetts/AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Mr. Osborn:

Thank you for writing me concerning the contract negotiations between Greater Boston Legal Services and the Greater Boston Legal Services Staff Association. I am pleased to tell you that we have today signed a three year contract with the Union.

I believe both sides believe it is a fair contract which gives significant salary increases to our secretaries and paralegals.

Thank you for your interest in GBLS and in these negotiations.

Sincerely yours,  
  
R. Peter Anderson  
Executive Director

RPA/cw



# LOCAL 1445

A. F. L. - C. I. O.

725 South Street ★ Boston, Massachusetts 02131 ★ 327-6000 - 6001 - 6002  
JOHN PHINNEY, PRESIDENT

PAUL DUFault, SECRETARY-TREASURER



December 20, 1988

Robert Haynes  
Secretary Treasurer  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, Ma. 02108

Dear Brother Haynes,

I write to endorse the application of Richard Courtney, Business Agent from Local 1459, Springfield Ma., for the Robert J. Watt Fellowship to the Harvard Trade Union Program. I have personally known and worked with Brother Courtney for the past ten years. He has shown me that he has the qualities that those of us in the Trade Union Movement recognize as so badly needed to continue our struggle.

He has been actively organizing members in the Western Massachusetts area. He has been deeply involved in the political/social justice programs of the Massachusetts AFL-CIO. He has marched with us in Springfield, Worcester and Boston and has earned your consideration for this rewarding educational program.

As a recipient myself of this Award and a graduate of the Trade Union Program, I highly endorse and recommend Brother Courtney.

In Solidarity,

John Phinney  
President  
UFCW, Local 1445

JP:rc  
cc: A. Osborn  
R. Abdow  
R. Courtney



*E*

Health Action Forum  
of Greater Boston, Inc.  
c/o Frank B. Hall & Co.  
89 Broad Street  
Boston, Massachusetts 02110  
(617) 482-3100



December 20, 1988

Mr. Arthur Osborn  
President  
Massachusetts Labor Council  
AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Mr. Osborn:

I appreciate receiving your membership fee. It is most important to me to have both your organizational participation and your financial support. The Forum can only be successful by keeping the Massachusetts Labor Council involved as we move together to work on important health issues.

Again, thank you for your continued support.

Sincerely,

A handwritten signature in blue ink that reads "Kenneth G. Kelley".

Kenneth G. Kelley  
President



C  
January 13, 1989

Certified # P 684 408 271

Giro Cardinal, Program Manager  
Dislocated Worker Program, Title III  
8 Beacon Street Room 47  
Boston, MA 02108

Dear Giro,

To respond to your letters of January 4, 1989 and January 9, 1989, please be advised that I am attaching my memos to you dated December 15, 1988 and December 21, 1988. Consider them to be officially entered into the record.

A. Your letter of January 4, 1989. (received 1/10/89)

1. On more than one occasion I talked to your office relative to you not receiving reports from me. Your response was that my record was very good and that your complaint in writing was not directed toward me. I believe the record demonstrates my excellent effort in filing timely reports to you.
2. As for the August 2 memorandum from you to Tom Scanlon and myself on the subject of weekly reports, I refer you to my memo dated 12/15/88. Under section labeled "other important highlights" etc. number 6 explains that particular delay and others, since you and I have had discussions on the issue of supplies on many occasions. The difference as of 12/15/88 is that your new policy applies to all and not just to me. If you check my report to you dated "week of 11/7/88" (copy attached) you will see I put the need for supplies in writing. I do not like working with you on this level, but discussing problems, situations, stradegies, etc. with you only seem to produce extreme negative results. Your management directives are primarily responsible for the subject of your January 4, 1989 letter.

On December 20 (five days before Christmas) you issued another directive with a deadline of December 27. The quarter you refer to ended December 31, 1988 (4 days later).

Suggestions:

When you develope management directives please take time to figure out how they can be carried out, and be supportive of the efforts of those trying to carry them out. Try not to be contradictory i.e. produce supplies for reports if you want reports. You initiated a new reporting form and supplied the staff with a 4 week supply. When questioned about this your answer is you guys can get more copies made. Many times I have had to produce these forms at 10¢ a page out of my pocket.

Another example is your directive to call in everyday or keep in touch. You do not allow collect calls to the office. (see #5 in my memo of 12/15/88 under heading "other important highlights").



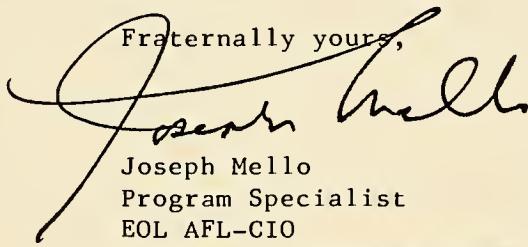
B. In regard to your letter of January 9, 1989:

1. Please be advised that you took notes at the meeting in question on everything I said at the meeting. It was necessary for me to correct your notes on three different occasions, since you misrepresented what I said.

Since it is difficult to take notes and participate at the same time, I requested you give me a copy of your notes to blend with mine and produce a **full** copy of notes. You refused to cooperate and for some reason was hostile to the idea. I do not consider my position in subordination.

I hope that this response will help clarify the situation and that the EOL AFL-CIO program can get on with the task ahead. To date we, as an important group in the Title III program of the state, have missed, so far, two crucial training sessions on EDWAA. I do not know why you do not place any importance on these events. Because I have not received a copy of the Osborne/Haynes letter to Organized Labor groups I find myself in a follower rather than leader position not knowing the contents of the letter when the subject is raised. Hopefully we can concentrate on what is important in the future. I am getting tired of trying to fulfill the demands of the "Giro Cardinal Program" and the "Dislocated Worker Program."

Fraternally yours,



Joseph Mello  
Program Specialist  
EOL AFL-CIO  
Dislocated Worker Program

cc: Arthur Osborne  
Robert Haynes  
Paul Eustace



December 15, 1988

Mr. Giro Cardinal, Program Manager  
Dislocated Worker Program, Title III  
8 Beacon Street  
Boston, MA 02108

Dear Giro,

Just a few lines on the highlights of the staff meeting Monday 12/12/88.

On the direction of staff you outlined the following liberal policy:

1. All personnel will report to your office daily at 9:00A.M. beginning Monday, December 12, 1988 (ref: letters to staff dated 11/30/88)
2. All personnel will report to your office daily at 9:00 A.M. beginning Monday, December 12, 1988 and leave from your office daily at 5:00 P.M.
3. All personnel if scheduled in A.M. for meetings will naturally not be expected to report to the office at 9:00 A.M.
4. All personnel will call the office the day before, listing scheduled appointments to be excused from above.
5. No one was required to report, to the office until Thursday December 15, 1988, for A.F.C. C.I.O meeting.
6. All are expected to report to EOL office Friday, December 16, 1988 for briefing by June Sekera on new legislation.

Please be advised that I will follow anyone of these policies, or combination thereof as my schedule demands.

Other important highlights of the staff meeting were as follows:

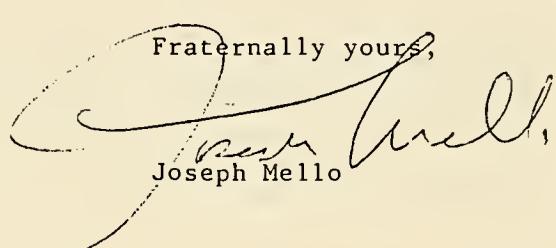
1. Discussion on reports of staff and lack of information contained there in. The staff , with your help, concluded that the reporting form design originally intended to serve E.P.R.S. purposes rather than program information purposes. You stated you would design a new reporting form.
2. On subject of staff knowledge of monitor program of ISP, there was disagreement as to whether the schedule of ISP monitor visits was available to staff. Most staff members stated they had not received any monitor schedule. Please be advised that the schedule was contained in the sealed envelope presented to each staff person at the meeting. You were correct in saying we had received the schedule.
3. I have checked with EOL and it is not necessary to pre-sign time sheets as you stated and required of us. Therefore I do not authorize anyone to post time worked on my time sheets.
4. While you were absent from the meeting, Tom Berthieume, advised Henry Corrierro to by-pass the Central Labor Council and go direct to the appointing authority if Organized Labor is slow in responding to PIC labor appointments. What do you say on this? ✓



5. On phone calls to your office by staff, to report to you, you stated your policy is no collect calls would be accepted.
6. You stated your new policy that no staff are entitled to postage, envelopes, stationary, or mailing labels.
7. On page 18 of the "Report of AFL-CIO/EOL Dislocated Worker Program" report to Secretary of Labor it is reported that meetings were held with Victor Goguen of DET Leominster, "working toward plan for unions to run WAC training programs and or pre-apprentice programs. What is this about?

As you can see there was a lot of ground covered, I look forward to more such lively meetings. I hope you will be able to spend more time at the next staff meeting, so that the same pace is maintained throughout.

Fraternally yours,



Joseph Mello



December 21, 1988

Mr. Giro Cardinal, Program Manager  
Dislocated Worker Program, Title III  
8 Beacon Street  
Boston, MA 02108

Dear Giro,

Just a few lines on the highlights of our meeting Tuesday, December 20, 1988:

1. You called me at my home at 8:40 A.M. and questioned me on my schedule for the day. I had phoned in the same the afternoon prior. Some of the questions you asked I could not answer, since there was no way of my knowing the answer. You then ordered me to cancel my schedule for the day and report to your office.

2. No other staff members were present at the office, you said you did not have time to summon them to a meeting.

3. You kept me waiting for almost 1 hour and then summoned me in and asked me what did I want to meet with you about? I reminded you it was your move.

4. We discussed the "direction of staff" policy as outlined by you in my letter dated 12/15/88. Although you found it difficult to agree to the written policy you acknowledged all major points in our conversation i.e. my schedule to be part of monitor team on Wednesday, December 21, 1988 drew immediate concurrence with policy item #3 in my letter. There were other examples of concurrence. You refused to clarify your position in writing, as a matter of fact you refused to put anything in writing.

5. You invoked the name of Bob Haynes and Arthur Osborne, as though they were in favor or not in favor of something. You never mentioned what that something was. The linkage seems to relate to my letter of 12/15/88, and my sending same.

6. You emphasized you had talked to Tom Berthieume and he has been relieved of giving us directions by you.

7. We discussed every day reporting to your office and reviewed my schedule for Wednesday, December 21, 1988. You refused to clarify what you mean by reporting to office in writing or otherwise as per your response "you better be here everyday at 9:00 a.m. and leave every night at 5:00 p.m. "

8. You ordered me not to interact with Secretary Paul Eustace office under any circumstances. You refused to put this direction in writing also.

9. I brought to you a letter from I.S.P. dated 12/9/88 that was sent to me by an SDA. It announced a series of meetings on the new EDWAA law and Title III implementation thereof. You denied receiving same. Upon investigation you admitted receiving notice. I do not know why you did not notify your staff of these sessions? Why do we spend so much time ~~on~~ on your management problems and so little on the problems of dislocated workers?

Fraternally yours,  
Joseph Mello



# YANKEE ATOMIC ELECTRIC COMPANY



580 Main Street, Bolton, Massachusetts 01740-1398

ANDREW C. KADAK, Ph. D.

PRESIDENT and  
CHIEF OPERATING OFFICER

January 20, 1989

Mr. Arthur R. Osborn  
President  
Massachusetts AFL-CIO Council  
51 Reed Street  
Lexington, MA 02173

Dear Mr. Osborn:

As the new President and Chief Operating Officer of the Yankee Atomic Electric Company, I would like to extend my sincere appreciation for your support during the 1988 Referendum Campaign, helping us prevent the shut down of the Yankee Nuclear Power Station. I am convinced that without your early support the election results might easily have gone the other way.

Those of us who work at the Yankee plant in Rowe, Massachusetts and the engineering and scientific staff in Bolton wish to extend to you the best for the New Year. You have my personal assurances that we at Yankee will do everything we can to maintain our high standards of operation and safety to justify your trust and confidence in us. Best wishes for the New Year.

Sincerely yours,

*Andrew C. Kadak*

ACK/dhm/0184x

*Your help and support was critical to our victory.  
Thank you very much.*



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**Executive Director**

Michael G. McMillan

January 30, 1989

Mr. Arthur R. Osborn, President  
Massachusetts AFL-CIO  
Eight Beacon Street, 3rd Floor  
Boston, Massachusetts 02108

Dear President *Art*:

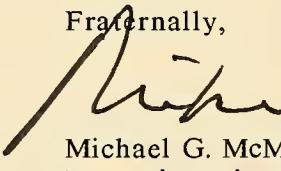
I just want to join what I am sure are many others in the labor movement in expressing my sincere congratulations to you in your recent victory in defeating efforts to repeal little Davis-Bacon legislation in Massachusetts.

The solidarity displayed by union members throughout the state along with the coalitions built to combat efforts of ABC and others to overturn worker protections is a credit to you and the commitment to the state's labor movement.

The Massachusetts AFL-CIO has been a leader in a number of issues affecting workers, including job training. I hope that we can continue to work with you to assure that the protections of collective bargaining as well as the social and economic goals of the labor movement continue to benefit jobless and displaced workers in your state.

Once again, our congratulations.

Fraternally,



Michael G. McMillan

Executive Director

MGM/sjm  
opeiu #2, afl-cio





# United Paperworkers' Corporate Campaign

28 WOODS ROAD • MEDFORD, MASSACHUSETTS • 02155



C  
**PRESS RELEASE**  
January 25, 1989

For more info contact:  
Rand Wilson  
UPIU Corporate Campaign  
(617) 391-3866

## MASSACHUSETTS UNION SEVERS TIES TO BANK OF BOSTON OVER BANK'S INVOLVEMENT WITH INTERNATIONAL PAPER COMPANY.

BOSTON, MA: At a press conference here this morning, Iron Workers Local 7 fund trustees Robert Banks, Thomas Broderick and Patrick Catalano announced that the union has withdrawn deposits worth more than four million dollars (\$4,000,000) from the Bank of Boston in support of a union boycott of the bank.

Local 7, the largest Iron Workers union in New England, represents almost 2,000 construction employees throughout Eastern Massachusetts. By withdrawing its union funds, the Iron Workers join dozens of other Massachusetts labor organizations in boycotting the Bank of Boston to protest the Bank's relationship to International Paper Company (IP).

Last Spring the United Paperworkers International Union (UPIU) announced a boycott of Bank of Boston because of its ties to IP through mutual director Donald McHenry. (See Attached Boycott flyer) Since launching of the boycott, Bank of Boston has repeatedly refused to disassociate itself from IP's labor policies by dropping McHenry from its board or forcing him to give up his IP board seat.

"IP has been in the forefront of management attempts to destroy unions and drastically reduce workers' living standards," explained Local 7 Business Agent Robert Banks. "IP's strike breaking activities in Jay, Maine and other paper mills has cost thousands of paperworkers their jobs."

"Bank of Boston's continued association with McHenry and his union busting policies at IP is an insult to all working people," said Banks. "Our union will not stand by idly and allow our money to be used against us or other union members. By moving our funds, Local 7 will be helping the United Paperworkers while fulfilling our fiduciary responsibility to our members," concluded Banks.

(MORE)

Although the 16 month strike against IP was ended last October, over 2,300 union members have yet to be reinstated. The UPIU has vowed to continue its fight against IP in support of its members who are without jobs. Bank of Boston--and board member Donald McHenry will continue to be a focus for the paperworkers' Corporate Campaign aimed at forcing IP to change its anti-worker policies.

Bill Meserve, president of the 1,200-member UPIU Local 14 in Jay, Maine welcomed today's action by the Iron Workers. "During our strike, IP used a 'divide and conquer' strategy. They pitted paperworker against paperworker. We are using a similar tactic against IP, pitting one large corporation against another. Today's withdrawal from the Bank of Boston forces IP's business allies to reexamine their relationship with an anti-worker corporate outlaw!"

# Ironworkers union withdrawing \$4 million from Bank of Boston

By Bruce Butterfield  
Globe Staff

The largest ironworkers union in New England yesterday announced that it is pulling more than \$4 million in deposits out of Bank of Boston, citing an alleged connection between the huge bank's board of directors and that of labor-troubled International Paper Co.

Union officials say Internation-

al Paper (IP) has hired back only 21 of more than 1,200 paperworkers in Jay, Maine, even though the workers ended a highly publicized strike there against the paper company more than three months ago.

Another 1,000 paperworkers have yet to be called back to IP mills in other states where strikes also ended last October, the union says.

"There's no reason in the world we should be doing business with the Bank of Boston," said Robert Banks, business agent for the 1,700-member Ironworkers Local 7 in Boston. He said he hoped the ironworkers' action in pulling its funds from the bank would lead other unions to do the same until Bank of Boston cuts ties with the paper company.

An official of Bank of Boston yesterday said the bank was surprised by the ironworkers actions, and insisted it has no financial or other relationship with the giant paper maker.

Wayne Taylor, a bank spokesperson, called the union's charges against the bank "misleading and misguided."

He added that the union's withdrawal of funds would have no major impact on the bank, which has more than \$23 billion in deposits. But, he said: "We hate to lose any businesses, especially when it's involved in a situation over which we have no control."

Rand Wilson, spokesperson for a union campaign that is being run by the United Paperworkers International Union, said the bank remained a target for action because one of its directors, Donald McHenry, is also on the board of IP. The paperworkers union wants the bank to remove McHenry, or force him to resign from the IP board.

Banks said the ironworkers have pulled \$2 million in deposits out of the bank since November and moved them to United States Trust Co. This week, he said the union would move more than \$2 million more to the same company, closing its Bank of Boston accounts entirely.

# BUSINESS

## Union withdraws \$4.7M from Boston bank

**NEW ENGLAND'S** largest iron workers union local yesterday withdrew \$4.7 million from the Bank of Boston as part of an ongoing labor dispute with International Paper Co.

The decision by the Iron Workers Local No. 7 was prompted by the association of Donald McHenry as a director of both the Jay, Maine-based paper company and Bank of Boston, the region's largest bank.

Three other local unions have also withdrawn funds from the Bank of Boston. The iron workers' action was by far the biggest, however.

Iron workers and other labor groups said during a downtown news conference that International Paper has tried to destroy its unions and drastically reduce the living standards of its workers.

Twenty-three hundred workers at plants across the country, including

1,200 employees at Jay, Maine, ended a 16-month strike against International Paper last October.

The dispute focused on wages and cost-cutting proposals by the company. Since the end of that work stoppage, only 22 people have been rehired at the Maine plant.

A Bank of Boston spokesman said the iron workers union decision to withdraw its funds was misguided.

The spokesman, Wayne Taylor, downplayed McHenry's mutual directorship position. "He exercises independent judgment on each board," he said.

Along with the iron workers, locals of the Newspaper Guild, the American Federation of State, County and Municipal Employees and the Communications Workers of America have taken money out.

UPI



## House Meetings Build Solidarity

Home is where the union is. That was the spirit shown by Nancy LaCroix of Nashua, New Hampshire, who organized a gathering in her home to show support for UPIU Local 14 in Jay and the IP campaign. More than 50 people attended the gathering on Dec. 10, including Dan Toomey, president of the Nashua Labor Council (AFL-CIO), and other union officials and activists from across the state. Those attending heard an update on the campaign from Local 14 President Bill Meserve as well as Ray Rogers, Peter Kellman and Rand Wilson of Corporate Campaign. More than \$3,000 in contributions for the Jay workers was raised at the event.

House meetings are a great, positive way to build solidarity, win support and raise money for the campaign. We are calling for volunteers across the country to join in and organize such events in their communities. The UPIU Corporate Campaign office will supply literature and guidance for setting up such a meeting. If you want to organize such an event, contact Bob Frase at UPIU Headquarters, (615) 834-8590.

### To the Editor:

The strike has been called off but for many members of Local 14 and 246 the word *strike* has several meanings. To many the word *strike* means solidarity, standing together on the picket line in the coldest of weather, forming caravans to travel all over the Northeast, working on Outreach, on internal organizing, or gathering at the hall to work.

The word *strike* has become a description of a state of mind, an attitude, in which people believe they are right in their fight and will do whatever they can to continue it. It describes the dedication and belief of supporters from the University of Maine, Rumford and all the others that attend the Wednesday night meeting faithfully.

The definition of *strike* has been expanded for many of us to include "state of mind" or "attitude." We are not legal strikers anymore but for many of us we are still on strike in our minds. This fight is not over until IP bargains in good faith and returns the 2,300 people to their jobs.

Brent W. Gay  
Local 14 Member  
Livermore Falls, Maine



## Sending a Message to Avon and Pfizer

In December, UPIU members and supporters sent a message to two of International Paper's allies, Avon Products and Pfizer Inc., by distributing thousands of campaign leaflets in front of the New York headquarters of the two corporations. In both cases, copies of our document, "A Clear and Present Danger," were given to people entering and passing by the two buildings in midtown Manhattan. Inside the copies of the leaflet, which outlines the irresponsible environmental and labor policies of IP, was an insert describing the link between the two companies and the papermaker.

At Pfizer, where the insert described the tie between IP and the drug company as "a bad prescription for community health," the material caused a stir in the building. Gary Labbe and Armand Metivier from Jay, who participated in the action, said that employees leaving at the end of the day told them that Pfizer managers were upset at being associated with IP's reckless policies. Pfizer Chairman Edmund Pratt is on the board of IP.

The leafleting of Avon took place over several days, both at the company's headquarters and at its nearby retail outlet for Giorgio perfume. Avon managers were also disturbed at the "Clear and Present Danger" leaflet and the insert saying that "no cosmetic can cover up" the fact that Avon director Stanley Gault helped formulate IP's harmful policies.

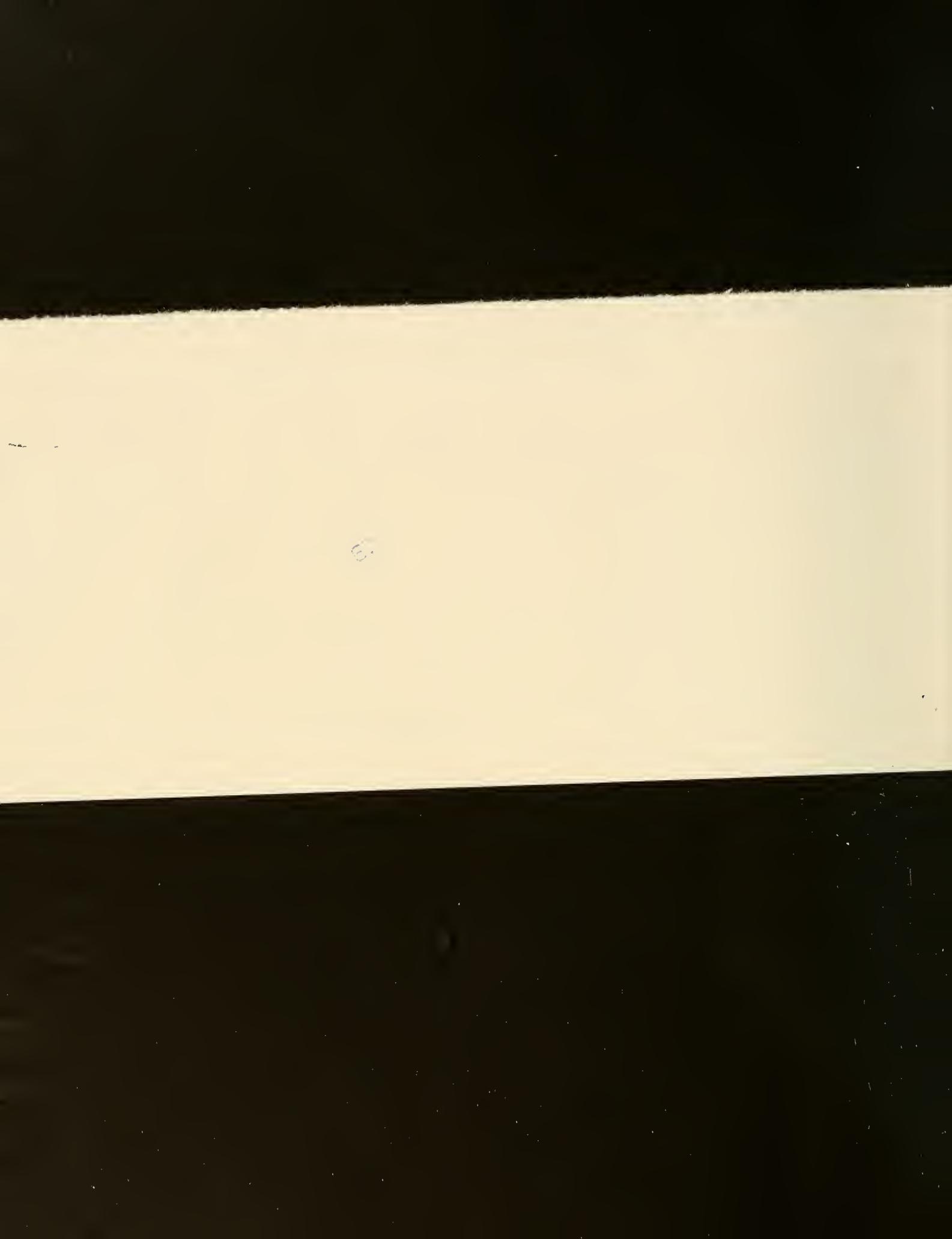
On the second day of the leafleting at Giorgio store someone who had obviously been coached by management came out and said to the demonstrators: "Don't you know the strike is over?" Our people responded: "Of course we know that, but the struggle against IP and its allies is continuing."

The Avon Insert also asked people to boycott all products sold by Avon representatives and fragrances sold in stores under the names of Giorgio, Oscar de La Renta, Valentino, Perry Ellis and Deneuve.

RAND WILSON  
28 WOODS ROAD  
MEDFORD, MA 02155



Arthur Osborn, Pres.  
Mass. AFL-CIO  
8 Beacon St.  
Boston, MA 02108





*The Commonwealth of Massachusetts*

HOUSE OF REPRESENTATIVES  
BOSTON, MA 02133

C

January 21, 1989

Mr. Arthur R. Osborn  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, Mass. 02108

Dear Mr. Osborn,

Thank you for your letter dated January 4, 1989. You can rest assured that I am solidly in the corner of the working men and women of my district and of the Commonwealth of Massachusetts. During the course of my campaign, I spoke strongly in favor of the retaining of the prevailing wage law and I intend to honor that pledge.

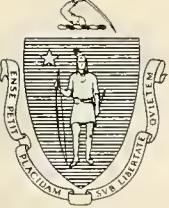
If I can be of further assistance to you, please do not hesitate to contact my office.

Sincerely,

*Lida Harkins*

Lida E. Harkins  
State Representative  
13th Norfolk District





## THE COMMONWEALTH OF MASSACHUSETTS

### DEPARTMENT OF THE ATTORNEY GENERAL

JOHN W. MCCORMACK STATE OFFICE BUILDING  
ONE ASHBURTON PLACE, BOSTON 02108-1698

JAMES M. SHANNON  
ATTORNEY GENERAL

January 26, 1989

Arthur R. Osborn  
President  
Massachusetts AFL/CIO  
8 Beacon Street, 3rd Floor  
Boston, MA 02173

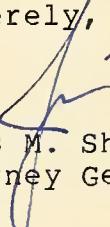
Dear President Arthur Osborn:

Thank you for your recent letter concerning the enforcement of the Massachusetts Prevailing Wage Laws. Please be assured that my office will do everything possible to see that the laws are enforced.

I have asked Jim Shaw to follow up on your request and report back to me on the status of the complaints in question. As soon as we can determine their status, we will contact you with an update.

Again, thank you for bringing this matter to my attention.

Sincerely,

  
James M. Shannon  
Attorney General

JS/JMS/mm





## Boston City Council

NEW CITY HALL  
ONE CITY HALL SQUARE  
BOSTON, MASSACHUSETTS 02201

MICHAEL J. McCORMACK

31

725-3115

January 26, 1989

Mr. Arthur Osborn  
AFL-CIO  
8 Beacon Street  
3rd Floor  
Boston, MA 02108

Dear Mr. Osborn:

The Boston City Council's Committee on Planning and Development will conduct a public hearing on Tuesday, January 31, 1989 at 2:00 p.m. in the City Council Chambers, 5th floor, Boston City Hall, concerning the following:

Docket # 0287 order for hearings concerning the future of Suffolk Downs

Individuals interested in the future of Suffolk Downs and thoroughbred racing in the Boston area have requested that the Boston City Council convene this hearing to listen to their concerns and ideas about these issues.

You are cordially invited to attend.

For the Committee,

Michael J. McCormack  
Chairman  
Committee on Planning and Development





*C & M*  
**LOCAL DIVISION 589**  
**AMALGAMATED TRANSIT UNION, AFL-CIO-CLC**  
**BOSTON CARMEN'S UNION**

Headquarters  
80 BOYLSTON STREET  
(Room 430)  
BOSTON, MA 02116  
Tel. 542-8212

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JAMES E. FLAHERTY ..... Maintenance of Way

*cc: m. foley*

Boston, Mass.

January 25

1989

Mr. Arthur R. Osborn, President  
Massachusetts/AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02108

Dear Mr. Osborn:

I am writing to request that Senate 1320, AN ACT  
RELATIVE TO THE COLLECTIVE BARGAINING OF THE MBTA UNIONS, be  
classified as priority legislation for the upcoming legislative  
year.

Senate 1320 will restore the basic collective bargaining  
right of assigning union employees to their daily and weekly  
work.

Your support will help assure the passage of this most  
important legislation and help improve the quality of life for  
the thousands of hard working men and women at the MBTA. We  
thank you for your support last year and look forward to your  
continued support.

Fraternally,

*Tony*  
Anthony B. Romano  
President/Business Agent

*cc:m. foley*



# SENATE . . . . . No. 1320

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By Mr. Lewis, a petition (accompanied by bill, Senate, No. 1320) of Arthur Joseph Lewis, Jr., for legislation relative to collective bargaining practices for employees of the Massachusetts Bay Transportation Authority. Public Service.

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## The Commonwealth of Massachusetts

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In the Year One Thousand Nine Hundred and Eighty-Nine.

---

### AN ACT RELATIVE TO COLLECTIVE BARGAINING PRACTICES FOR EMPLOYEES OF THE MASSACHUSETTS BAY TRANSPORTATION AUTHORITY.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1    Section 19 of Chapter 161A of the General Laws, as appearing  
2    in the 1986 Official Edition, and as most recently amended by  
3    section 8 of Chapter 581 of the Acts of 1980, is hereby amended  
4    in line 4 by adding after the words "working conditions" the  
5    following: — the assignment of work schedules and work  
6    locations on the basis of seniority, including hours worked each  
7    day and days worked each workweek, provided that a change in  
8    such assignment shall not provide for a change in classification,  
9    the filling of vacancies by promotion or transfer of qualified  
10   applicants on the basis of seniority.



*C*

The Children's Hospital  
300 Longwood Avenue  
Boston, Massachusetts 02115

January 12, 1989

Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Friends:

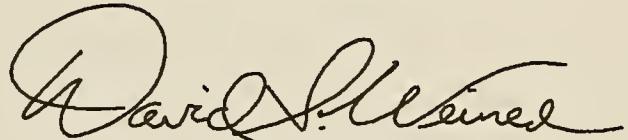
It is a pleasure to acknowledge your recent gift of \$250 to the 1988 WBZ-Children's Hospital Fund.

Thanks to the extraordinary efforts of everyone at WBZ, and to the generosity of thousands of friends like you, this year's campaign promises to be the most successful ever. Your participation in this effort is greatly appreciated.

The WBZ-Children's Hospital Fund is instrumental in supporting the hospital's ongoing programs in patient care, research, and teaching. Your gifts to the fund help to ensure that Children's continues to provide the finest pediatric medical care available.

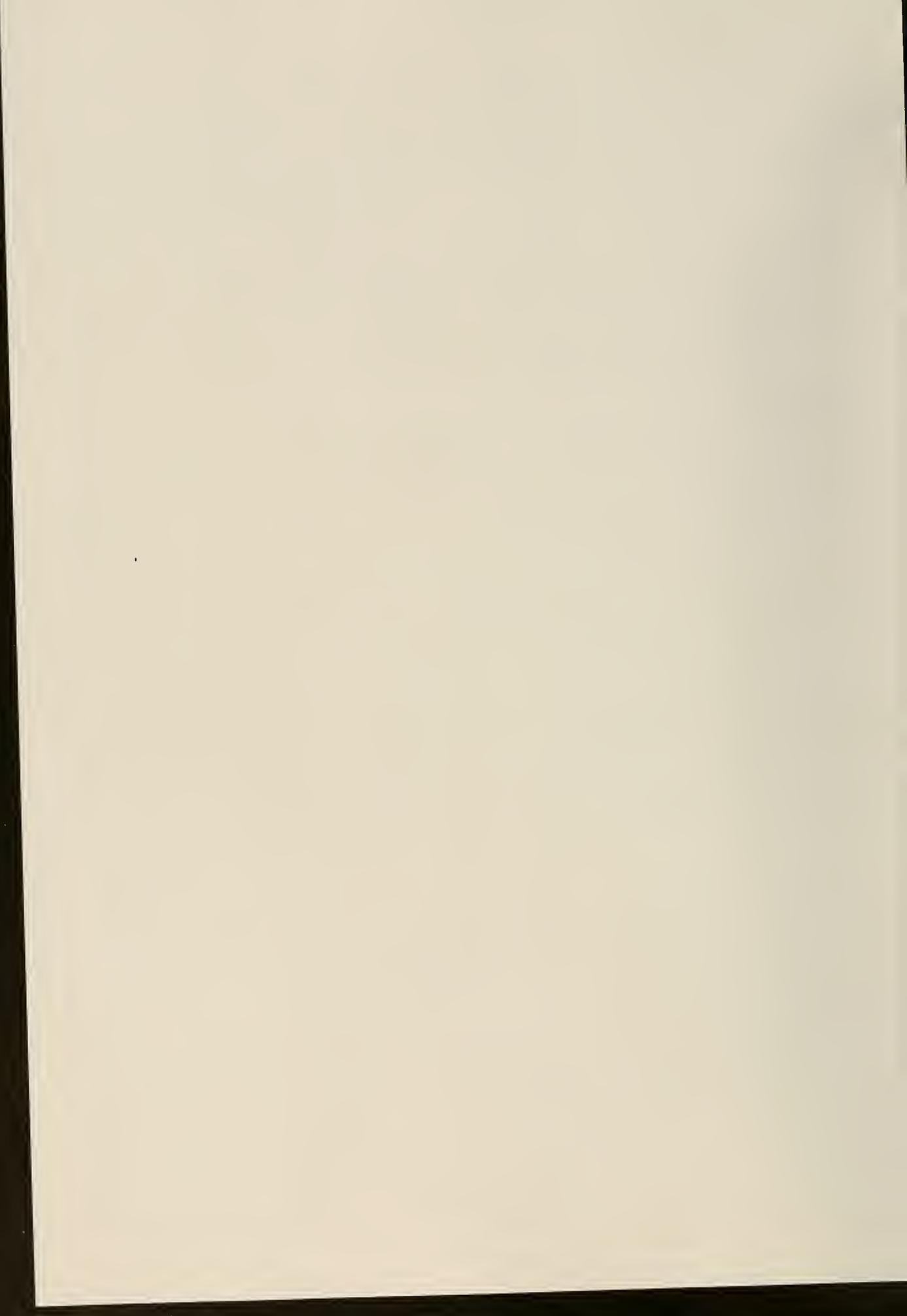
On behalf of the children and families who will benefit from your generosity, thank you.

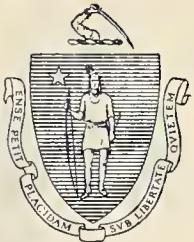
Sincerely,



David S. Weiner  
President

DSW:rar





*The Commonwealth of Massachusetts*

HOUSE OF REPRESENTATIVES  
BOSTON, MA 02133

January 12, 1989

Mr. Arthur Osborn  
President  
Massachusetts/AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Mr. Osborn:

Permit me to take this opportunity to respond to your letter dated January 4, 1989.

I'm sure you are aware that I've supported maintaining the Prevailing Wage Law and actively campaigned for the "Vote No on Question Two," which was successful.

You may rest assured that I will continue to support retaining the Prevailing Wage Law as a State Representative.

Thank you for taking the time to express your concerns on this issue.

Very truly yours,

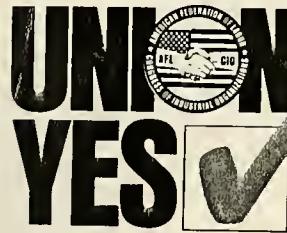
A handwritten signature in cursive ink that reads "Marc R. Pacheco".

Marc R. Pacheco  
State Representative

MRP/mw



AMERICAN FEDERATION  
OF LABOR AND CONGRESS  
OF INDUSTRIAL ORGANIZATIONS



Executive Council Members

**Lane Kirkland**  
President  
**Thomas R. Donahue**  
Secretary-Treasurer

Frederick O'Neal  
Albert Shanker  
Edward T. Hanley  
Angelo Fosco  
Kenneth T. Blaylock  
William W. Winpisinger  
William H. Wynn  
John DeConcini  
Wayne E. Glenn  
Joyce D. Miller  
John J. Sweeney  
James E. Hatfield  
Barbara Hutchinson  
Richard Kilroy  
Vincent R. Sombrotto  
Gerald W. McEntee  
William H. Bywater  
Marvin J. Boede  
Owen Bieber  
John T. Joyce  
Lynn R. Williams  
Morton Bahr  
Larry Dugan Jr.  
Robert A. Georgine  
Milan Stone  
Gene Upshaw  
Jay Mazur  
Lenore Miller  
Jack Sheinkman  
John J. Barry  
John A. Gannon  
Sigurd Lucassen  
William J. McCarthy

January 10, 1989

Dear Trade Unionist:

On April 28, 1989, the AFL-CIO will set aside a special day in memory of workers who have been killed, injured or diseased on the job. We hope this Workers Memorial Day will further the labor movement's efforts to improve safety and health at the worksite.

The AFL-CIO is planning special events in a number of cities where major catastrophes have claimed workers' lives. We are urging unions and state and local central bodies to publicize the Workers Memorial Day and to organize their own activities which reflect local concerns and issues. Organizing memorial services, vigils, or rallies, conducting a moment of silence, dedicating plaques, and wearing black arm bands are among the suggested activities.

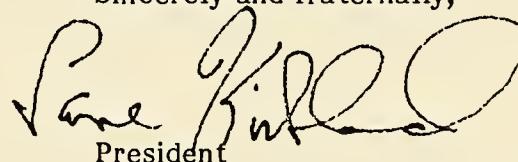
The participation of unions and central bodies across the country will make the Workers Memorial Day a truly national commemoration. Please join with us on April 28.

A packet of materials to help affiliates promote the day and organize local activities will be available shortly.

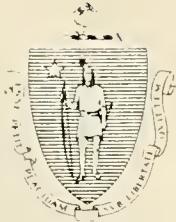
If you are interested in joining us for the observation of Workers Memorial Day, please send the name of a contact person for your organization to Peg Seminario, Department of Occupational Safety, Health and Social Security.

For more information or Workers Memorial Day materials, please contact Peg Seminario (202/637-5366) or Diane Factor (202/637-5210).

Sincerely and fraternally,

  
Lane Kirkland  
President





*C*  
The Commonwealth of Massachusetts  
Executive Office of Labor  
One Ashburton Place Room 2112  
Boston, MA 02108

MICHAEL S DUKAKIS  
GOVERNOR

PAUL J. EUSTACE  
SECRETARY

January 30, 1989

Lane Kirkland, President  
AFL-CIO  
815 Sixteenth Street, NW  
Washington, D.C. 20006

Dear President Kirkland,

Thank you for your letter to Governor Dukakis urging labor involvement in the implementation of the new federal dislocated workers legislation: EDWAA, WARN and the amendments to TAA. I am writing to assure you that in adjusting our existing dislocated workers programs according to the new federal requirements, we have been and will continue to involve labor in all aspects.

We are at an advantage in Massachusetts in getting these programs in full gear because we have had a successful dislocated workers program in the Industrial Services Program since 1984. In fact, much of EDWAA was modeled upon the ISP's experience. We emphasized to Senator Kennedy's staff and others that our experience has been that labor involvement on all levels has strengthened these programs immeasurably.

We have taken the following steps to insure continued active labor participation in Massachusetts dislocated workers programs:

1. Three labor members, nominated by the Massachusetts AFL-CIO, will serve on the reconstituted State Job Training Coordinating Councils: Massachusetts AFL-CIO Secretary-Treasurer Robert Haynes, AFL-CIO Executive Vice President Joseph Faherty (Utility Workers), and AFL-CIO Vice President Nancy Mills (Service Employees). As SJTCC members, they will be appointed simultaneously to the MASSJOBS Council which is the advisory board that recommends policy for all Commonwealth employment-related education and training programs. The SJTCC is a subcommittee of the MASSJOBS Council.
2. Continued support for the Massachusetts AFL-CIO Dislocated Workers Program. This program serves as an advocate for dislocated workers and is staffed by representatives from organized labor.



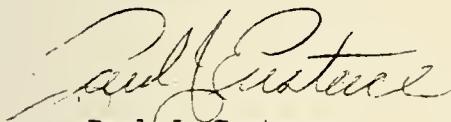
President Lane Kirkland  
-page 2-

3. Continued employment of union officials and members to staff the specific Worker Assistance Centers established to respond to mass layoffs or closings. Employment of laid off labor representatives has been one of the most successful features of the Commonwealth's dislocated workers program because these leaders can so effectively do outreach to their members and provide the trustful relationship to serve those laid off.

4. We will continue to work with President Osborn to increase labor representation on the local Private Industry Councils. Under new state legislation, the requirement for labor representation on the PICs has been increased to a minimum of two. President Osborn has notified the Central Labor Council presidents where new labor representatives can be nominated. We will be working with the state AFL-CIO to provide an orientation and continuing technical assistance to labor representatives.

We look forward to a continued positive working relation with the Massachusetts AFL-CIO as we work together to first prevent plant closings, if possible, and then to help laid off employees make the transition to new, quality jobs.

Sincerely,



Paul J. Eustace  
Secretary of Labor

cc: Arthur Osborn, President  
Massachusetts AFL-CIO

Patricia Hanratty, Executive Director  
Industrial Services Program

PJE/tf



January 13, 1989

Paul Eustace, Secretary  
Executive Office of Labor  
One Ashburton Place Room 2112  
Boston, MA 02108

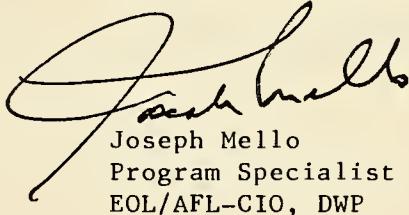
Dear Mr. Secretary,

I have been instructed by Giro Cardinal not to interact with EOL. In order to minimize my contact with EOL and avoid the appearance of insubordination as much as possible, would you please arrange to have my "pay stub" sent to my home each week direct from your office. This will necessitate one less trip to your office. Secondly, I wish to avoid some unnecessary delays which have occurred in the past in receiving my "pay stub" through second parties.

Attached is a copy of stop payment order I requested relative to a check of mine in the amount of \$300.52 which was long overdue. My request for stop payment has been honored and duplicate check has been received.

With best wishes and kind regards, I remain,

Fraternally yours,



The signature is handwritten in black ink, appearing to read "Joseph Mello". It is written in a cursive style with a prominent loop on the left side.

Joseph Mello  
Program Specialist  
EOL/AFL-CIO, DWP

cc: A. Osborne  
R. Haynes  
G. Cardinal  
N. Lozano





110 COMMERCIAL ST. BOSTON MASS.

Treasury Department

Plate House, Boston 02133

Robert Q. Crane

Treasurer and Receiver General

TO: PAYROLL CLERK, EMPLOYEE, VENDOR OR RETIREE  
FROM: TREASURER'S OFFICE, STOP PAYMENT DEPT.  
RE: DUPLICATE CHECK

---

ENCLOSED PLEASE FIND A DUPLICATE CHECK TO REPLACE  
ORIGINAL CHECK ON WHICH A STOP PAYMENT HAS BEEN  
PLACED PER YOUR REQUEST.

IF THE ORIGINAL CHECK IS FOUND AT ANY TIME, PLEASE  
RETURN IT TO THIS OFFICE FOR RECONCILIATION.

STATE TREASURER'S  
ONE ASHBURTON PLACE 12TH FL  
BOSTON, MA 02108

ATTR: STOP PAYMENT DEPT.

KNOW YOUR ENDORSE - REQUIRE IDENTIFICATION



DUPLICATE

No 037012

To the ARLINGTON TRUST COMPANY, LAWRENCE, MASS.  
37012 PAY TO THE ORDER OF

JOSEPH MELLO

MO	DATE	YR
12	09	88

REFERENCE NUMBER

W17

0043 2135745-01

CHECK AMOUNT DOLLARS	CENTS
\$ *****300	.52*

Edward J. Crane  
Treasurer and Receiver General

53-117  
113



AMERICAN FEDERATION  
OF LABOR AND CONGRESS  
OF INDUSTRIAL ORGANIZATIONS



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Gene Upshaw  
Jay Mazur  
Lenore Miller

Jack Sheinkman  
John J. Barry  
John A. Gannon

Sigurd Lucassen  
William J. McCarthy

February 2, 1989

Dear Trade Unionist,

As you know, the 1987 AFL-CIO Convention authorized us to implement a two-year advertising plan -- and we went on the networks twice last year as our national "Union YES" campaign was established. We're quite pleased with the results, both in terms of national impact and the many creative applications which you are making at the local and state level.

We will announce the details of the 1989 "Union YES" plan in February, in time for our winter Executive Council meeting. However, we're aware that many local and state central bodies, as well as local unions need as much advance time as possible to plan their own media activities.

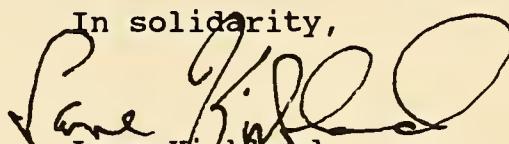
Therefore, I wanted to make sure that you were informed about the "Union YES" timetable for the year.

National television commercials will be concentrated again in 1989 during two "waves" of advertising, one this spring and one in the fall. The approximate dates are April 24th - May 7th, and September 18th - October 8th.

Unless there are compelling reasons for your to use the mass media to communicate on other dates -- for instance, in support of an organizing drive, contract bargaining, or a piece of legislation -- you might well consider tying in your own media plans to our nationally televised spring and fall advertising flights.

If you need assistance in planning for the earliest of these time periods, our staff at the Labor Institute of Public Affairs is ready to assist you. Give them a call at #202/637-5334.

Watch the AFL-CIO News for a fuller report on our 1988 "Union YES" efforts, and the forthcoming 1989 campaign.

In solidarity,  
  
Lane Kirkland  
President





37 Temple Place  
3rd Floor  
Boston, MA 02111

617-426-1228  
1-800-TEAM-946

January 13, 1989

Dear Friend:

Last night, Governor Dukakis fired the opening volley in what promises to be a 22-month battle for the heart of Massachusetts. Rejecting euphemisms and generalities, the governor presented a \$600 million tax package as a viable alternative to painful cuts in critical services and programs.

By early next week, we will have available a full analysis of each part of the package, as well as proposals to make it better. But already, certain things can be said:

- placing the elimination of the capital gains deduction at the core highlights progressive tax reform
- earmarking certain funds for health care and the environment will allow voters to see their tax dollars at work
- some portions, particularly the gas tax, will hit low and moderate income households quite hard, as he honestly acknowledged; TEAM will propose the inclusion of a tax credit for such families to help offset the impact

While most of what we heard was good news, it is clear that battle lines are being drawn. Many House Democrats -- including some who are responsible, caring legislators -- believe more cuts must precede any consideration of taxes. The "Read My Lips" forces promise a repeal effort on the November 1990 ballot. Understanding that reality, Dukakis has already started a barnstorming tour of the state to sell his preserve services/fair taxes message. Now it's our turn.

There's no denying the impact of our joint efforts on Step 1. But now comes the hard part. Unless voters from all over the state are heard loudly, cuts and more cuts will be the only thing on the budget-balancing agenda. Here's what you can be doing now:

- Begin mobilization for our January 31 Fair Tax Lobby Day (flyer enclosed). Don't just wait to see it on the news
- Call local talk shows, write letters to the editor
- Let your elected officials know where you stand -- not just in favor of fair taxes but against the diminution of services that really matter

For a change, progressive forces are on the offensive. Let's work together to bring this one home.

Sincerely,

Jim Braude



*“Tax Reform, Not Service Cuts”*

# FAIR TAX LOBBY DAY

**Tuesday, January 31, 1989**

**Nurse's Hall, State House**

**Noon - Rally & Briefing**

**12:30-2:00 p.m. - Lobbying**

*Please schedule an appointment with your Representative and Senator in advance!*

**“Fair Taxes, Not Just More Taxes”**

For more information and to confirm your participation call TEAM  
the Tax Equity Alliance for Massachusetts  
at (617) 426-1228 or 1-800-TEAM-946.



Feb. 1, 1989

JEANETTE CUMMINGS  
11943 BULL LAKE ROAD  
TROY, MONTANA 59835

Dear Union Brothers and Sisters,

The number 2 definition of VULTURE is: "Something or someone so disgustingly predatory." Sounds like Corporate Greed to me. How about you?

For the last three years, some of us here in Troy, Noxon, and Libby, Montana have been involved in organizing a Union. This has been a very enlightening experience. I cannot believe the numbers of people that accept things as they are and will not come out and stand up for themselves. I guess most of us are guilty of not wanting to make waves or sitting back and hoping someone else will take care of the problems.

The working class is taking a real beating. The federal government wants more of a cut. The state government wants more of a cut. Retailers are taking more. Professional people are taking more. Corporations want to keep more for themselves and they are. They are profiting millions of dollars. We are the ones left holding the bag. Empty bag.

Being involved in something like this can eat you alive. It can and does cause many sleepless nights. It was during one of those sleepless nights that the Corporate Greed Vulture was born. He now flies along the highway for all the world to see and we hope he gives the United Miners and the Company Boys heartburn. He is also on T-shirts, caps, and bumper stickers.

Corporate Greed has run amuk and the only way we can beat it is through Union support. Our main purpose with this is to help generate that support. We have tried to keep the cost minimal. Prices include shipping and handling.

Let's all send a message to Corporate Greed.

Sincerely Yours,

*Jeanette Cummings*  
Jeanette Cummings

P.S. You can help by sending me addresses of other Unions in your district.  
Thank you.



2-1-89

DEANETTE CUMMING  
11943 RULL LAKE ROAD  
TPOY, MONTANA 59235

	SMALL	MED.	LARGE	X-LARGE	XX-LARGE	UNIQUE STYLES
T-SHIRTS	\$8.00	\$8.00	\$8.00	\$8.00	\$9.00	
SILVER						
LT. BLUE						
AQUA						
WHITE						
JADE						
CREAM						
TURQUOISE						
CAPS						( \$4.00 Each )
SILVER						
LT. BLUE						
AQUA						
RED						
JADE						
CREAM						
TURQUOISE						
BUMPER STICKERS						( \$1.00 Each )
						TOTAL







130 HUYSHOPE AVE., HARTFORD, CT. 06106  
1570 WESTMINSTER STREET, PROVIDENCE, R.I. 02909  
1453 DORCHESTER AVENUE, DORCHESTER, MA. 02122

(203) 549-1199  
(401) 273-8140  
(617) 436-9911

1126 1189

RESTHAVEN UPDATE RESTHAVEN UPDATE RESTHAVEN UPDATE RESTHAVEN UPDATE RESTHAVEN UPDATE

February 11, 1989

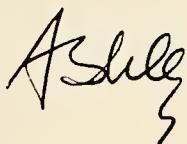
Dear Sisters and Brothers,

Your response to our call for action has been tremendous. Thusfar over twenty groups and numerous public officials and community activists have told us that they are participating in our demonstration for union negotiations on February 16th at the office of Norman Huggins, 43 Thorndike St., Cambridge (right next to the Cambridge Court House in East Cambridge). Solidarity Will Work.

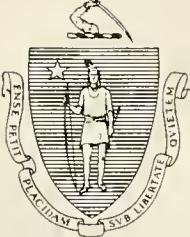
A number of things which you may want to do to help turn this event in to an even greater success.

1. Let Huggins know, by phone and letter if possible, that you are coming to demand fair negotiations for the LPNs. (Singleton, Reeves, Bowzer and Huggins 02141; 225-2620)
2. Call our office with names and numbers of people in your group who will need reminder calls on Wednesday. We can make those last minute calls for you. 436-9911.
3. Come to our office Wednesday night to prepare banners and picket signs for the demonstration. Or prepare some yourselves before you come. (Pizza and drinks will be provided for all who show up at our office on 1453 Dorchester Ave., in Fields Corner between 7:00 and 9:00 PM Wednesday night)
4. Send a statement to the press saying that you are joining us in this protest. Any newspapers, radio stations, or TV stations are fine.

Thanks for your support. See you on the 16th! 12 Noon 43 Thorndike St., Cambridge.







ARTHUR - FOR YOUR REVIEW

MASSACHUSETTS WORKERS' COMPENSATION  
ADVISORY COUNCIL  
600 WASHINGTON STREET  
BOSTON, MASSACHUSETTS 02111  
(617) 727-4900 EXT. 378

LINDA L. RUTHARDT  
CHAIRMAN  
ARTHUR R. OSBORN  
VICE-CHAIRMAN

STEVENS M. DAY  
EXECUTIVE DIRECTOR

February 9, 1989

Bill Russell  
Office of Safety  
Department of Industrial Accidents  
Boston 02146

Dear Bill:

I have been asked to respond on behalf of the Advisory Council to issues which have been raised concerning the description of Office of Safety grant programs, as written in the Advisory Council's annual report for fiscal year 1988.

As you know, it has been suggested that the Annual Report appears to evaluate completed programs on the basis of number of people trained, and that any such evaluation fails to take into account very substantive differences between the programs which are not revealed by summary statistics on participants. I would like to assure you that the Advisory Council recognizes the limitations of using quantitative measures as an evaluative index, and it did not seek to make any judgements by comparing numbers of participants in the text in question.

Due to this confusion, the Advisory Council would like to go on record in assuring you that it believes the most important aspect of health and safety training to be safety itself. I am confident that we share with you the desire to see training programs of high quality advance the goal of safe workplaces for everyone. We support the work of your office in this effort.

Sincerely,

Steve Day  
Executive Director



# Health Care For All

25 West Street, 2nd Floor      Boston, Massachusetts 02111      350-7279

---

TO: Steering Committee  
FROM: Susan Sherry  
RE: Agenda for Next Meeting

DATE: 2/6/89

NEXT MEETING:      FEBRUARY 14TH      10 AM

25 WEST STREET, 2ND FLOOR, BOSTON

AGENDA:

\* Review draft bylaws - a draft and explanatory memo are enclosed.

\* Hiring

\* Health Care For All Full Coalition Meeting - when? what do we want to ask folks to do?

\* Task Force Reports

\* Budget Issues for Chapter 23

\* Defense of Chapter 23



TO: Steering Committee  
FROM: Susan Sherry  
RE: Explanation of Draft By-laws

DATE: 2/6/89

1. Membership/Voting - Since we are a consumer coalition it seemed important to have some definition of what defines a consumer organization. This definition, however, needs to account for the diversity of consumer advocacy groups. Restricting the definition to only constituent run organizations would preclude participation of children's advocates and other similar organizations. We, therefore, focused on the organization's purpose and board composition. This still leaves some gray areas (Home Care Corporations with senior majority on their boards) but provides guidance for the Board.

2. Board Composition - When the Steering Committee was expanded in September positions were designated for both task force representatives and specific constituencies which we wanted to have represented (Medicaid, labor, local organizing group, human services advocacy, and maternal/child health). At our January meeting it was decided that we should also have at-large seats for individuals with policy expertise, fundraising skills, etc. The bylaw draft reflects these decisions.

3. Dues - A decision must be made about dues. Health Care For All provides an extensive amount of information/service to member organizations. As with any advocacy organization we also always need funds. A sliding fee dues structure would help defray the cost of producing materials and mailings.

4. "Start-up" - The by-laws call for two year Board terms. For the sake of continuity it makes sense to stagger these terms so we need to establish some way to start which will ensure that only half of the Board changes in any given year. One, two, and three year terms during this 'start-up' may be a way to handle this. A decision must also be made about current Steering Committee members being placed into Board slots. Again, continuity seems to dictate that the Steering Committee members be assigned terms on the Board. For your information here is how Board slots break out with current Steering Committee:

Senior Task Force: Manny Weiner (MSAC), Anne Barrett (MAOA)

Disabled Task Force: Bill Henning (CORD), Nora Wells (FCSN)

Uninsured Task Force: Cynthia Ward (CA), Brian Wilder (1475)

Medicaid: Robin Winegarten (CBHN)

Local Organizing Group: Debbie Herlig (Tri-Cap)

Labor: Bob Spinney

Human Services: Debbie Weinstein (MHSC)

Child/Maternal Health: Joan Tighe (AFYF)

At-Large: need to be nominated



MINUTES OF STEERING COMMITTEE - JANUARY 10, 1989

1. Efforts to repeal Chapter 23 are already underway. Rep. Peter Forman has filed legislation to repeal surcharge on employers who do not offer coverage. Some small business groups are supporting this. Our plans to defend Chapter 23 include:

- \* Get list of repeal sponsors and write letters to them.
- \* Rebut Pioneer Institute report by releasing analysis and informing Committee members about its flaws.
- \* Monitor budget process for any outside sections which would amend Chapter 23.
- \* Plan for strong presence and participation in committee hearings on repeal bills.

2. We are receiving calls from self-employed small business people who have seen their health insurance premiums increase over 500%. We plan to use these folks in our efforts to show small business support for Chapter 23.

3. Governor's budget does not include state funds for free care pool (estimate of amount needed is \$70 million). There is no firm information on other line items (phase-in programs and DMS administration).

4. State budget crisis must be addressed. Governor now saying gap is \$550 million. He will be proposing tax package in order to have a maintainence budget for FY 90. Advocates pressed him to ask for another \$100 million in new revenue.

Mass Law Reform Institute is coordinating strategy on cuts and revenue issues. It was moved and approved that HCFA would participate in this MLRI effort. The Steering Committee also endorsed TEAM tax proposals (capital gains tax; corporate tax reporting; escheatage; modifications to Prop 2 1/2; and removing specific sales tax exemptions).

5. TEAM lobby day on January 31, noon to 2 PM is important. Also individual organizations need to call/write legislators, get letters to editor and participate in talk shows.

EMERGENCY STEERING COMMITTEE MTG. - JAN. 19

This meeting was called to strategize about lack of free care pool funding in Governor's budget. The Hospital Association has gotten substantial media attention about lack of funding for Medicare 'shortfall', but little attention has been given to free care pool. A decision was made to hold press conference the day before release of House I. If Business Roundtable, AIM, Blue Cross, and commercial insurers would participate our focus would be on broad support for the state meeting Chapter 23 commitments. If these interests could not participate, press conference would focus on free care pool and uninsured.



**DRAFT**

Bylaws of the Health Care For All Coalition

Article I - Purpose

The purpose of the Health Care For All Coalition, hereafter referred to as HCFA, is to be a catalyst of information exchange and cooperative action for those working to ensure universal access to affordable, quality health care.

Article II - Office

HCFA shall have and continuously maintain in this state a registered office and a registered agent whose office is identical with such registered office. The registered office is 25 West Street, 2nd floor, Boston, MA, and the registered agent is the HCFA Board Chairperson.

Article III - Membership

Membership shall be limited to organizations whose purpose is to represent the interests of health care consumers and whose governing body consists primarily of health care consumers or persons representing the interests of health care consumers.

An organization may apply to become a member of HCFA by notifying the organization of its interests in the objectives of HCFA and. . . .

A general meeting of the HCFA membership shall be held annually.

Article IV - Board of Directors

A. Board members of HCFA shall be selected as follows:

1. The voting members of each Task Force shall elect two persons to serve as the Task Force representatives to the Board. For the first term, each Task Force will elect one person to serve on the Board for one year and one person to serve on the Board for two years. Thereafter, all Board members shall serve for two years.
2. The Board members elected by the Task Forces shall elect, at the first meeting following their election, five (5) at-large members to the Board to represent the interests of people concerned with the delivery of health care whose interests may not otherwise be represented on the Board or to provide the Board with particular expertise in areas such as health care delivery, health care financing and fundraising, and five members to the Board to represent each of the following special interests or areas:



- a. medical assistance
- b. organized labor
- c. maternal and child health
- d. local organizing among uninsured people
- e. human services.

Only persons representing organizations eligible for membership in HCFA shall be qualified to serve on the Board to represent medical assistance recipients and organized labor. The remaining special interest Board members and all of the at-large members may be representatives of member organizations but must be persons who advocate for or who represent the interests of health care consumers. All special interest and at-large members of the Board shall serve for two terms.

- B. All members of HCFA can attend and participate in Board meetings but only Board members shall be eligible to vote in Board proceedings.
- C. A quorum shall consist of 50% of the number of serving Board members. A quorum must be present for the Board to conduct business.
- D. It shall be the duty of the Board:
  - 1. To meet at regular intervals to determine the overall programs, policies, and plans;
  - 2. To approve the formation or exploration of any HCFA task force;
  - 3. To fill any vacancies of the Board by majority vote until the next Board election;
  - 4. To give final approval of all program proposals and fiscal policies including budgets; all HCFA health policy positions shall be by two-thirds vote;
  - 5. To select, appoint, employ and review the performance of staff as required in the personnel policy;
  - 6. To delegate any of the above duties to an appropriate individual or committee established by the Board.
- E. Any Board members who miss four Board meetings in a year will automatically lose their place on the Board. They may be reinstated with majority approval of the Board.
- F. It will be the duty of each Board member to serve on one standing committee.



Article V - Officers

- A. The officers of HCFA shall be Chairperson, Vice-Chairperson, Secretary, and Treasurer. At the first meeting following all Board elections, the Board shall select the officers for a period of one year. In the event of vacancies, any Board member can become an officer upon a majority vote by the Board.
- B. The duties of the officers are as follows:
  1. The Chairperson shall preside at all Board meetings and perform any other duties as designated by majority approval of the Board.
  2. The Vice-Chairperson shall preside at Board meetings in the absence of the Chairperson and perform any other duties as designated by the Chairperson or by majority approval of the Board.
  3. The Secretary shall keep minutes of all Board meetings and record of all Board decisions, and any other duties as designated by majority approval of the Board.
  4. The Treasurer shall have custody of the funds, collect membership fees, prepare monthly financial reports for the Board, and have an annual financial report prepared and submitted to the Board for approval.

Article VI - Task Forces

- A. A task force can be formed at any time at the initiative of any member with two-thirds majority approval of the Board.
- B. Nonmembers of HCFA can participate in task force meetings and activities, subject to approval by the task force. Only members of HCFA shall vote in task force proceedings, including task force elections for the HCFA Board.
- C. Each task force will have the power to make strategic decisions concerning its own conduct so long as it acts within the mandate of the Board. Policy positions are subject to a two-thirds majority approval of the Board.
- D. All task forces shall make regular reports to the Board, shall be reviewed at least annually for renewal by the Board and renewed by a majority approval of the Board.

Article VII - Standing Committees

- A. A standing committee can be formed at any time at the initiation of a Board member with two-thirds majority approval of the Board.



B. The standing committees shall include:

1. The Executive/Finance Committee consisting of officers and one additional Board member. The duties of the committee include: developing agenda for Board meetings; appointing Board members to standing committees; reviewing and making recommendations concerning organizational finances; and being available to make decisions in emergency situations between regularly scheduled Board meetings.
2. The Personnel/Nominations Committee consisting of four Board members. The committee's duties shall be to plan and implement Board elections and to develop and update personnel policies and fulfill the duties as specified in said personnel policy.

Article VIII - Fiscal Year

The fiscal year of HCFA shall be from July 1 to June 30.

Article IX - Amendments

These bylaws may be amended by two-thirds majority approval of the Board. Proposed amendments shall be presented at a Board meeting and entered in the minutes; the proposed amendments shall be voted upon at the following Board meeting.

CM: HCFA



# NEW ENGLAND REGION



33 Harrison Avenue, Boston, Massachusetts 02111

Tel. (617) 426-1515

JAY MAZUR  
PRESIDENT

IRWIN SOLOMON  
SECRETARY-TREASURER

RONALD ALMAN  
VICE PRESIDENT-DIRECTOR

Michael S. Dukakis  
Governor  
Executive Office of the Governor  
State House  
Boston, MA 02133

CONNECTICUT  
MAINE

MASSACHUSETTS  
NEW HAMPSHIRE  
RHODE ISLAND  
VERMONT

Dear Gov. Dukakis:

I am writing to call to your attention the outstanding contribution the Industrial Services Program (ISP) has made to the ILGWU and the Massachusetts garment industry. You should resist efforts to "consolidate" this program out of the Executive Office of Labor into the Department of Employment and Training.

Credit for this success must go to the leadership of Secretary Eustace, Director Hanratty and their staffs. They have nurtured a small, efficient "hands-on" department into a national model for assistance to mature industries, their workers and their unions.

The Needle Trades Action Project is viewed by my International union as a model strategy for a threatened industry. Because of the sympathetic understanding of the individuals involved, the ISP is the state agency I look to when an ILGWU factory is in trouble.

To allow this small, well-run program to be swallowed by a large bureaucracy would make a mockery of your efforts at cost-conscious public management. In the words of the old proverb: "It ain't broke, so don't fix it."

Best of luck in your battle for fair taxes and fair government.

Sincerely,

Ronald M. Alman  
Director

cc: Ed Lashman



# NEW ENGLAND REGION



33 Harrison Avenue, Boston, Massachusetts 02111  
Tel. (617) 426-1515

February 10, 1989

JAY MAZUR  
PRESIDENT

RONALD ALMAN  
VICE PRESIDENT-DIRECTOR

IRWIN SOLOMON  
SECRETARY-TREASURER

Richard Voke  
Chairman of the Committee on Ways & Means  
State House  
Boston, MA 02133

•  
CONNECTICUT

MAINE

MASSACHUSETTS

NEW HAMPSHIRE

RHODE ISLAND

VERMONT

Dear Chairman Voke:

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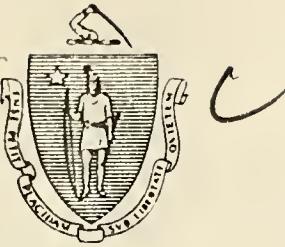
Best of luck in your battle for fair and efficient government.

Sincerely,

Ronald M. Alman  
Director

cc: Vice Chair Lemanski





MASSACHUSETTS WORKERS' COMPENSATION  
ADVISORY COUNCIL  
600 WASHINGTON STREET  
BOSTON, MASSACHUSETTS 02111  
(617) 727-4900 EXT. 378

LINDA L. RUTHARDT  
CHAIRMAN  
ARTHUR R. OSBORN  
VICE-CHAIRMAN

STEVENS M. DAY  
EXECUTIVE DIRECTOR

February 10, 1989

The Honorable Edward Lashman  
Secretary  
Executive Office of Administration and Finance  
State House  
Room 373  
Boston, MA 02133

Dear Secretary Lashman:

On behalf of the Advisory Council I would like to extend my thanks for taking time last Thursday to meet with us.

The Executive Director has spoken with Commission Pressman as you suggested. To date, we have not received any further information, so the following questions are being readdressed to you. Because of the fiduciary implications, the Council needs to move quickly toward resolution of these outstanding matters.

As a result of our conversation, I would be grateful if your office could provide answers to the following questions:

1. What is the understanding of the Commonwealth with respect to the special fund established by section 65 of Massachusetts General Law chapter 152? In particular, in light of the statutory mandate that the funds be kept separate and apart from all other monies received by the Commonwealth, does the Commonwealth believe that these monies are only to be expended on the operating expenses of the Department of Industrial Accidents?
2. Have any funds, in any prior fiscal year, ever reverted to the Commonwealth from the funds established under section 65 of M.G.L. chapter 152? If funds have reverted, what is the total amount of those funds?
3. Will any funds be reverted this fiscal year (FY'89)? If so, what are the amounts that have, or will be, reverted?
4. If possible, we would be grateful for any information your office could provide on the assessment changes enacted as outside sections of the supplemental budget last summer. Copies of the legislation and correspondence concerning those sections were included in the information we provided to you.



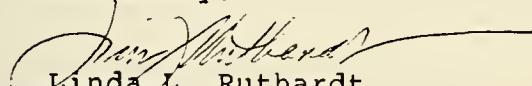
5. We would appreciate any information you could provide on the reason for the decrease in the monies available for the Office of Safety Projects.

6. Why on page T-48 of Volume 1 of House 1, Report of Trust and Special Revenue Accounts is the Private Employers Trust Fund not listed?

We appreciate your willingness to discuss with the comptroller the issue of the interest and dividend income on the three respective funds, and would appreciate any data you might be able to provide on the methodology implemented to administer these funds. In light of the legislative mandate and the large sums of money involved, we are sincerely concerned. We are now confident that the Department will not have any administrative impediments in filling open positions funded by the statute and that, pending contract finalization, all the monies for the Council's projects are currently approved for expenditure.

We look forward to hearing from you. Thank you again for your time and consideration.

Sincerely,



Linda L. Ruthardt  
Chairman

cc: Arthur Osborn  
James Farmer  
Paul Meagher  
Paul Eustace  
Joel Pressman



*EX OFFICERS*

# Waltham Committee for Quality of Life Inc.

## Non-Profit Charitable Organization

President  
Arthur Manley  
Home Phone: 899-6446

Vice President  
Bryan McCarthy  
Home Phone: 891-9139

10 February 1989

Dear Brothers and Sisters,

This letter is to introduce ourselves and to ask you for your help.

We are called the Waltham Quality of Life Committee. This committee was originally formed during the Question 2 Campaign to fight the repeal of the prevailing wage law. We are comprised of union members from all sectors of the labor movement who live in the city of Waltham. Our purpose is not to act as a Central Labor Council, but to act as a charitable nonprofit organization to promote the message that labor not only works for themselves, but that they are also an integral part of the community, working for the good of the community.

We believe that through these acts of goodwill we can gain a positive attitude from the residents within our city towards labor. Our current objectives are working with the city's youth, homeless, and the handicapped.

As with any organization we need funds to pursue our goals. We are planning a fund raiser March 4, 1989; this will be called the SPRING FLING FOR THE NEEDY. Tickets are \$10.00 each. Cocktail hour starts at 6:30 p.m. with a buffet dinner at 7:00 p.m. with dancing to follow, and plenty of good old fashion elbow rubbing.

As we stated we are not a Central Labor Body, we do encourage our members to join the CLC's and we do enjoy the support of the Massachusetts AFL/CIO.

Your support is greatly appreciated.

In solidarity,

Arthur Manley  
Waltham Quality  
of Life Committee

c/o I.B.E.W. 1505  
545 Main Street, Waltham, MA 02154



# Unions helping improve shelters

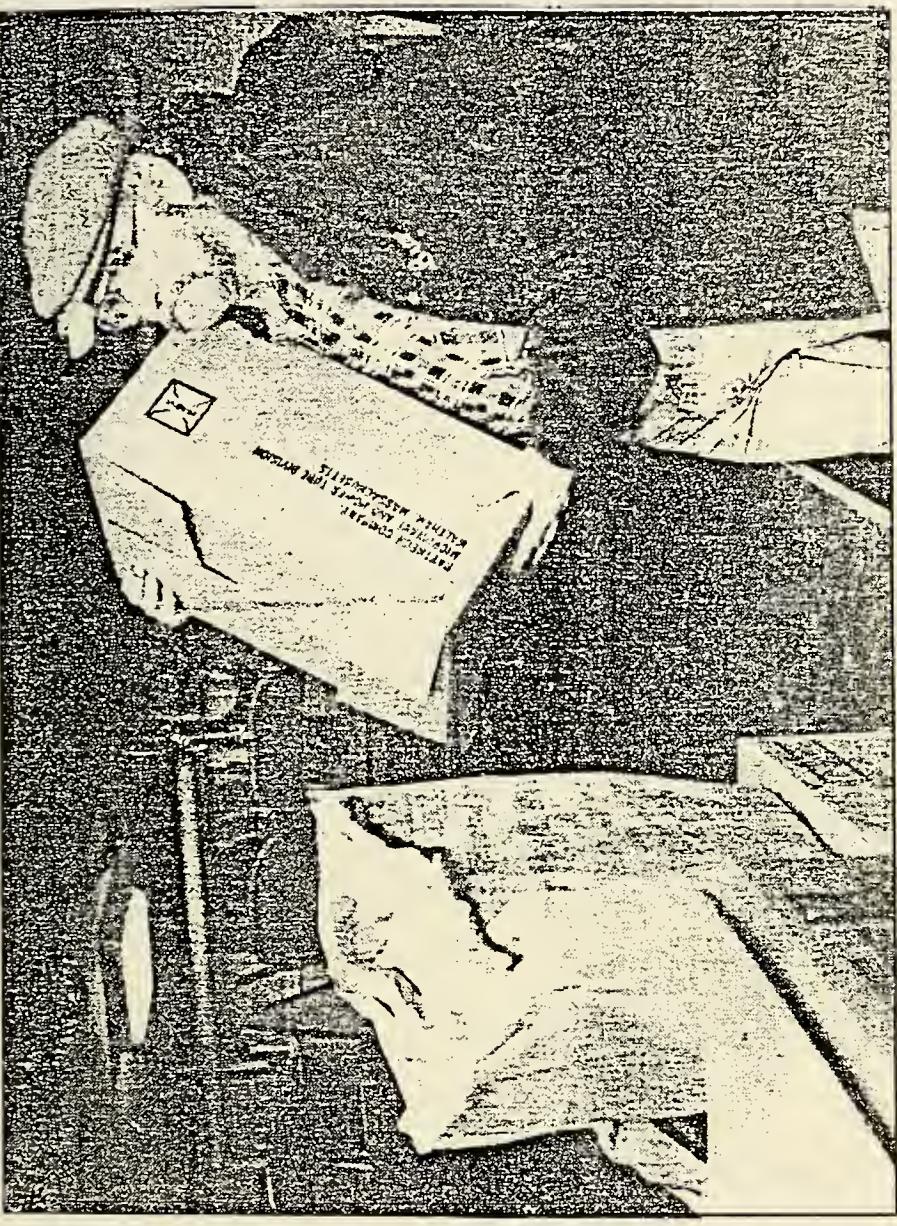
By Ken Brack  
Staff Writer

**WALTHAM** — Workers from various building trades are offering their skills to improve facilities at local shelters for the homeless, representatives from four area unions announced yesterday.

## WALTHAM

The alliance of union carpenters, electricians, pipe covers, engineers and others, called the Committee for Quality of Life in Waltham, will be dedicated to charity work in the community, several members said. As their first act, members donated 15 bags and boxes of canned goods, pasta and other foods to the Bristol Lodge Soup Kitchen Wednesday.

"We hope to grow a little stronger and help solve some of the city's problems," said Brian McCarthy, committee vice president and a member of Carpenters Local Union No. 67. President Arthur Manley said members will donate their labor to make building improvements to the city's shelters, if needed, or to other facilities as required. Manley is a member of the International Brotherhood of Electrical Workers (IBEW) No. 1505 in Waltham. The alliance emerged after



**Don Brennan, of the Committee for the Quality of Life in Waltham, carries food donated by the group into the Bristol Lodge Soup Kitchen. The group intends to "create a bond between the Waltham community and labor."**

Joseph Trotz photo

shelter, awaits the volunteers,

said Peter Donovan, Bristol Lodge executive director.

"There's a big cost for repairs and maintenance," he said, welcoming the group's efforts.

Besides helping area shelters,

an obvious need especially during the winter months, volunteers would like, for example, to use their skills to build ramps for the handicapped where they are needed, McCarthy said. "We have high dreams of accomplishing a lot of charitable work, such as electrical wiring

labor," he said.

Other volunteers who brought food to the Soup Kitchen Wednesday include Pete Delaney of Carpenters Local Union No. 275; Don Brennan of Boston Local Pipe Covers Union No. 6 and Jay MacDonald of Engineers Local Union No. 4.

Encouraging others in the building, industrial and service trades to join, group members said they will meet on the first Monday of each month at the IBEW hall on 545 Main St. A fund-raising dance is being planned for February, they said.



*+ lots of x's*

WILLIAM PATRICK McDERMOTT  
ATTORNEY AT LAW

January 17, 1989

Arthur Osborne, Pres.  
Mass AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Mr. President:

In late November, I met with Governor Dukakis to tell him that I had been offered the position of Chief Counsel to the Senate Ways and Means Committee and that I would be leaving the Executive Office of Economic Affairs.

My decision to leave the Dukakis administration after more than five years in Economic Affairs was a very difficult one. I have enormous admiration for Michael Dukakis and I have never been prouder of my affiliation with him than during his recent Presidential campaign. It has been an honor to have been a member of the Dukakis team and I've enjoyed greatly my short stint as Acting Secretary of Economic Affairs. I am, however, looking forward with great enthusiasm to my new role working with Senator Patricia McGovern in Senate Ways and Means. In recent years, this committee has led the way on the most pressing issues facing the Commonwealth, such as universal health care and auto insurance reform.

In closing, I wanted to thank you for your support and friendship over the years and I look forward to continuing our relationship in my new position at Senate Ways and Means.

*Arthur*  
I was serious when I mentioned  
to you in Paul Eustace's office  
that I thought the "No on 2"  
campaign was the best gross  
roots campaign I've seen in  
twenty years. Excellent work  
Take care, Bill

Sincerely,

*Wm P. McDermott*

William P. McDermott





MEMO TO: Coalition Members  
FROM: Marjorie A. Saltiel, Director, PPICC  
DATE: February 10, 1989  
RE: The 2/9/89 Coalition Meeting

As you were unable to attend the most recent Coalition Meeting on February 9, 1989 that addressed the legislation that we will be introducing, I wanted you to have a package of materials that would clarify where we are now.

I hope that we can count on your continued support and commitment to providing alternatives for child care in Massachusetts.

If you have any question about the materials enclosed, please do not hesitate to contact me at 523-2910.



February 9, 1989

PRIVATE/PUBLIC INITIATIVE FOR CHILD CARE

Introducing A Nine-step Plan

To Ease The Child Care Shortage

In May of 1988, the Building Owners and Managers Association, a division of the Greater Boston Real Estate Board, perceived a need for solutions to the chronic shortage of affordable, quality child care in Massachusetts. Having secured initial funding from the real estate board, BOMA invited representatives from a wide variety of groups interested in child care to form a public/private task force to study the problem and suggest corrective action. Thus was born the Private/Public Initiative for Child Care (PPICC).

Through the efforts of five PPICC subcommittees comprised of members from the public and private sectors, the task force is now ready to propose far-reaching, comprehensive legislation having two primary goals. First, to be certain that any government policies regulating the establishment of child care facilities would encourage and facilitate the provision of child care services in public and private sector buildings. Second, positive incentives and assistance programs would be implemented or expanded to help those needing child care services. The legislation addresses nine major issues:

1. Zoning restrictions;
2. Floor area incentives;
3. State restrictions;
4. Tax classification;
5. Liability;
6. Revenue bond financing;
7. State inventory;
8. Dependent care assistance program; and,
9. Affordability Scholarship Assistance Program.





## The Private/Public Initiative For Child Care

sponsored by BOMA and the  
Greater Boston Real Estate Board

### Background

The Task Force was initiated in May, 1988 by BOMA president Irving Busny and the BOMA Executive Board. Composed of over 45 individuals, the Task Force includes professionals in commercial development and/or management, as well as state legislators, public sector officials and child care providers.

### Statement of Purpose

BOMA supports the inclusion of child care in areas where there is a demonstrated need. To that extent, BOMA initiated its own Private/Public Initiative for Child Care, whose mission is to research the broad range of issues concerning child care and its relationship to the real estate industry, the business community and society at large.

### Task Force Director

A full-time staff director has been retained to coordinate the activities of the task force. Marjorie Saltiel has worked as a consultant to the City of Fall River and its child care program and served in the Office of the Secretary of Economic Affairs' Corporate Child Care Program. A graduate of Drew University, she also received a Master of Arts degree from Tufts University's Public Policy and Citizen Participation program. Her thesis topic was: "Corporate Child Care: Motivation, Options and Social Implications."

### Funding

The Project will have a one-year duration and has been underwritten in the amount of \$50,000 by the Executive Committee of the Greater Boston Real Estate Board, of which BOMA is a division. In addition, \$20,000 in funding is being provided by BOMA International and its local associations.

### Goals

- To create within BOMA the information and resources needed to foster high quality child care;



- To identify opportunities for productive public/private partnerships which can address this wide-ranging issue in a meaningful and practical way;
- To formulate recommendations regarding the most feasible and effective means of providing affordable, quality child care in Massachusetts.

### Structure

The Task Force is chaired by Walter Reddington, Vice President of A.J. Lane & Co., Inc. Six subcommittees have been created to more closely examine a number of areas of specific interest. A list of those subcommittees follows.

Legislative - The purpose of this group is to examine city, state and federal bills and investigate the practical aspects of each approach.

Chair: Joan Bergstrom, Workplace Connections

Child Care Industry - This group is investigating the problems involved in staffing a day care facility as well as issues of location, affordability, and tenant demand.

Chair: Roger Brown, Bright Horizons

State/City Programs - This subcommittee is reviewing child care programs in other cities and states throughout the country, i.e., through school systems.

Chair: Walter Reddington, A.J. Lane Co.

Public/Private Industry Initiatives - It is the responsibility of this group to examine employer/employee benefits regarding day care as well as what sort of incentives employers need to make child care available to their companies.

Co-Chairs: Jodi Hartley, Spaulding Investments  
Roslyn Watson, The Gunwyn Co.

Coalition - This subcommittee is working to form an alliance with a broad base of organizations and individuals.

Chair: Nancy Shapiro, Bay Colony Properties.

Fund-Raising - This subcommittee is working to raise funds for the operation of the task force and the production and distribution of the white paper.

Chair: Irving Busny, The Slater Company

Approximately forty meetings have been held to date of these subcommittees, as well as subcommittee chairs and the task force as a whole. Information has been gathered related to:

-the child care industry and demand/supply dynamics;  
worksites vs. residential care; start-up costs;



- insurance; zoning issues; site criteria; tuitions;
- legislative initiatives which have been implemented around the country, in such areas as San Francisco, Seattle, Maryland, and others. Other state and city programs which have been investigated include Dade County, Florida, Minneapolis and Arizona.
- Boston Redevelopment Authority proposals for the City of Boston and their feasibility;
- potential incentives for developers and employers who wish to provide child care services in some capacity;

More than forty individuals and organizations have met, been briefed regarding the goals of the Task Force and invited to comment directly about the course of the research which BOMA has underway. Groups which are represented include: teachers, non-profit and for-profit child care providers; business groups, such as chambers of commerce as well as manufacturers; labor; hospitals; developers; state representatives; and City of Boston officials, among others.

Earlier this month, twenty members of the task force met for a legislative retreat to identify those elements which would eventually be included in a legislative proposal. The legislative group is currently in the process of reviewing drafts of the legislation and hopes to have it finished by the middle of February. In the meantime, another subcommittee on Affordability has been established to delve more deeply into this most important element.

